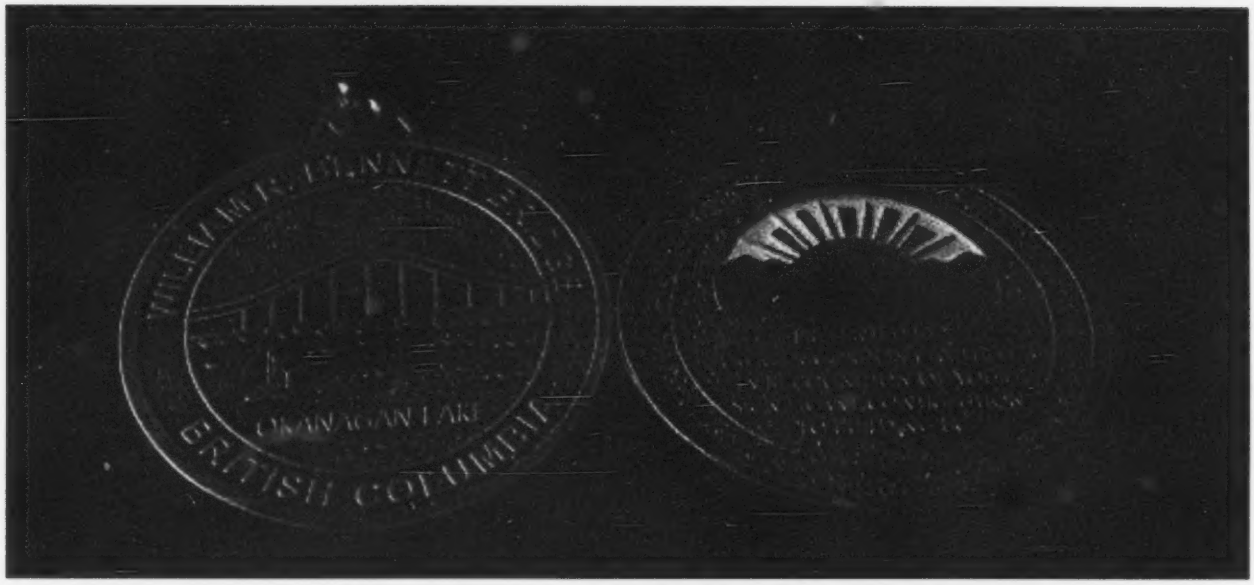
British Columbia
Ministry of Transportation
Staff Newsletter

Road Runner

http://www.th.gov.bc.ca/publications/roadrunners/index-roadrunners.htm Fall 2007

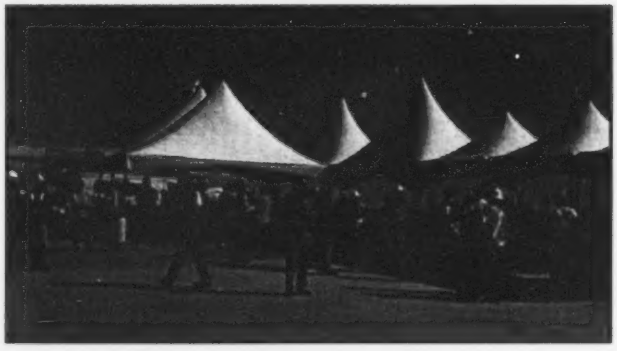
Premier Recognizes William R. Bennett Bridge Workers



Above: Recognition medals presented by Premier Gordon Campbell to William R. Bennet Bridge Workers.

Thank you to the Workers! On September 24th, Premier Gordon Campbell came to Kelowna and presented each of the 220 workers of the William R. Bennett Bridge with a commemorative medal in recognition of their hard work and commitment to the project, during a tour of the site.

"The Okanagan is among British Columbia's fastest-growing regions and a major draw for tourists," said Campbell. "The thousands of travellers who use this corridor each day recognize the current bridge is simply inadequate to meet today's demand. This new, five-lane bridge will not only improve traffic flow and safety for both residents and visitors; it will also provide greater accessibility for cyclists and pedestrians."



Tents set up on September 24th

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continued on **page 3**

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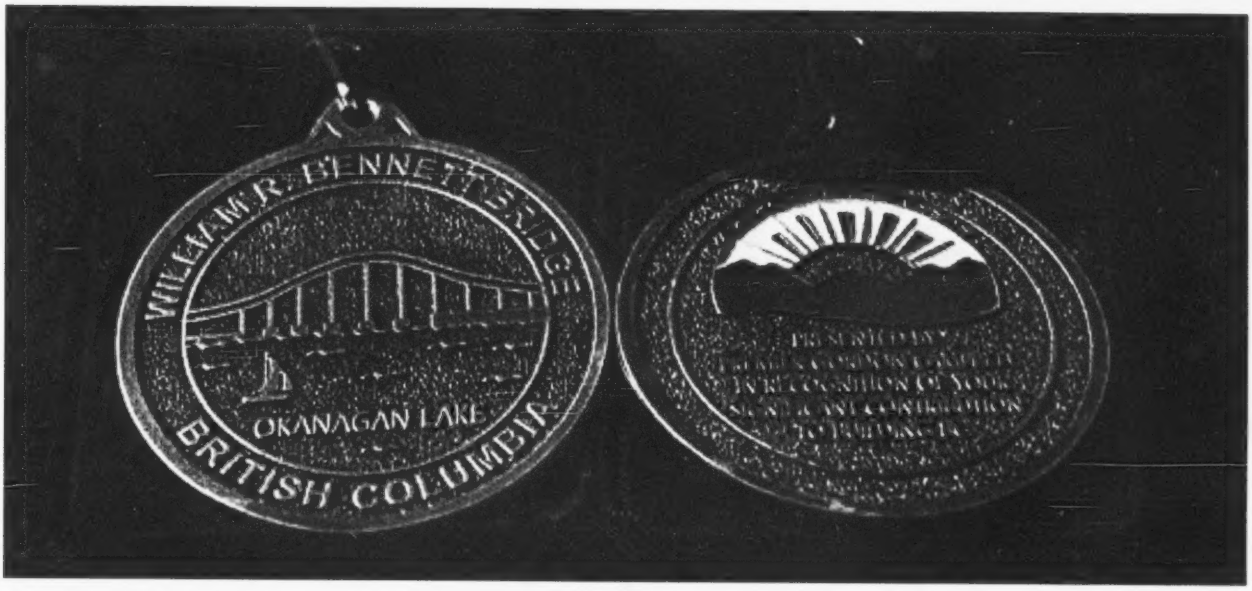

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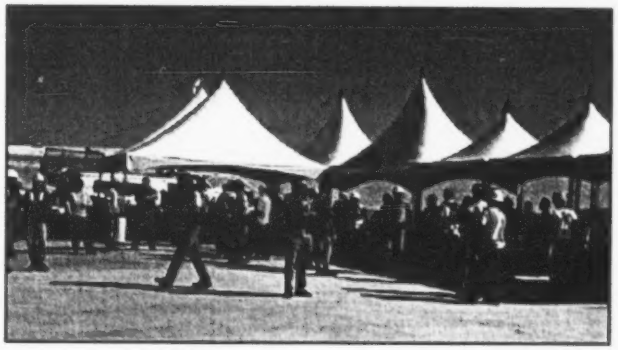

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Editor's Note...

"When all's said and done, all roads lead to the same end. So it's not so much which road you take, as how you take it."

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I was amazed by the beauty and scenery and the vast expanse of highway and it gave me a new perspective on what we do as a ministry. We do more than build and maintain roads and bridges – we are responsible for BC's infrastructure and we provide the vital link for people and goods to connect. This realization made me proud to work here and see for myself how dedicated our staff are to ensuring the people and goods get to their destination safely.

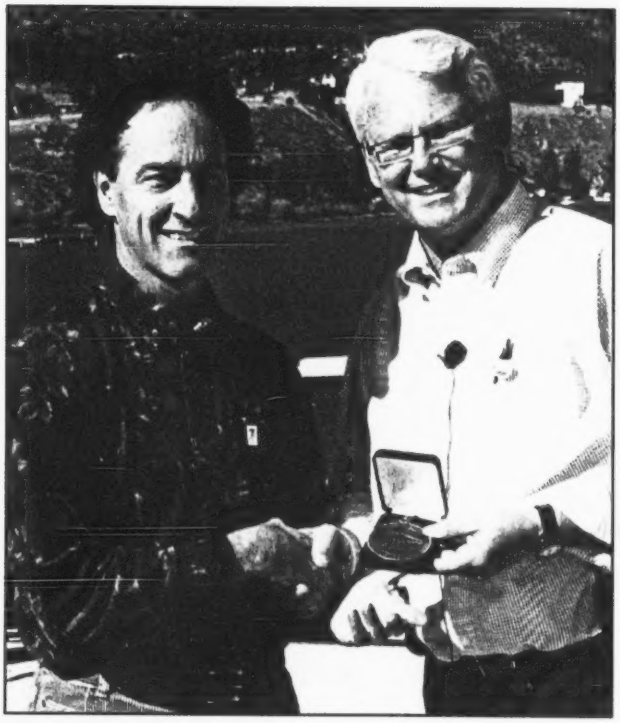
– Jane Hawksworth

Dease Lake photo by Bill Maitland

In This Issue of the Road Runner:

Premier Recognizes William R. Bennett Bridge Workers • page 1
Editor's Note • page 2
John Dyble Visits the Kicking Horse • page 4
Minister's Tour in the Okanagan • page 5
Party On Park Bridge • page 6
Kicking Horse Canyon: A Historical Glimpse • page 9
Perfect Poles • page 10
Dogs A Hot Item On A Cold Day • page 11
Ministry-Wide PECSF Events • page 12
Dan Doyle Leadership Award • page 13
MoT's Climate Action Program Is Driving Change • page 14
MoT's Regional Carbon Footprint Comparison • page 15
Leading From the Middle Seminar • page 16
In Memoriam: Richard Ernest Matthews • page 16
Fall Highways Department Meeting • page 17
MoT Habitat Enhancement • page 19
Distance Is My Friend • page 20
DriveBC: Things Are Heating Up • page 21
Garcia Lake to Courtney Lake • page 23
Quest for Knowledge • page 24
Toadlet Tsunami Strikes Vancouver Island Inland Highway • page 26
Is Information Causing You Grief? • page 28
Human Resources • page 30
Bella Coola Valley: Highway 20 Repair Project • page 31
The Anatomy of A Road Closure • page 32
MoT, Cariboo District Golf Tourney • page 34
204th Street Overpass Project • page 34
The Changing Face of Field Services • page 35
You Do Great Things! • page 36
Image Gallery • page 37
Work Balance In the Thompson Nicola District • page 38
Wasn't That A Party! • page 39
Wargo's Warriors Run Again • page 41
A Healthy Balance Between Work & Recreation • page 42
Lytton Blockade • page 43
Retirements • page 44
Staff Roundup • page 45
Ministry Ex-Co-op Rates Among Top 10 Geniuses • page 46
Road Check At the Hunter Creek Inspection Station • page 47
AF Bridge Visit • page 48
You Know You're Way Up North When • page 49
EAF Workload/Life Balance Team Reports Success • page 50
Peace District Golf Tournament • page 52
Career Tip • page 54
Northern Region Staff Meeting • page 55
Update from the EAF • page 57
Recognition News • page 58
Skeena Flood • page 62

Premier Recognizes Bridge Workers (continued)



Premier Gordon Campbell with Regional Director Kevin Richter.

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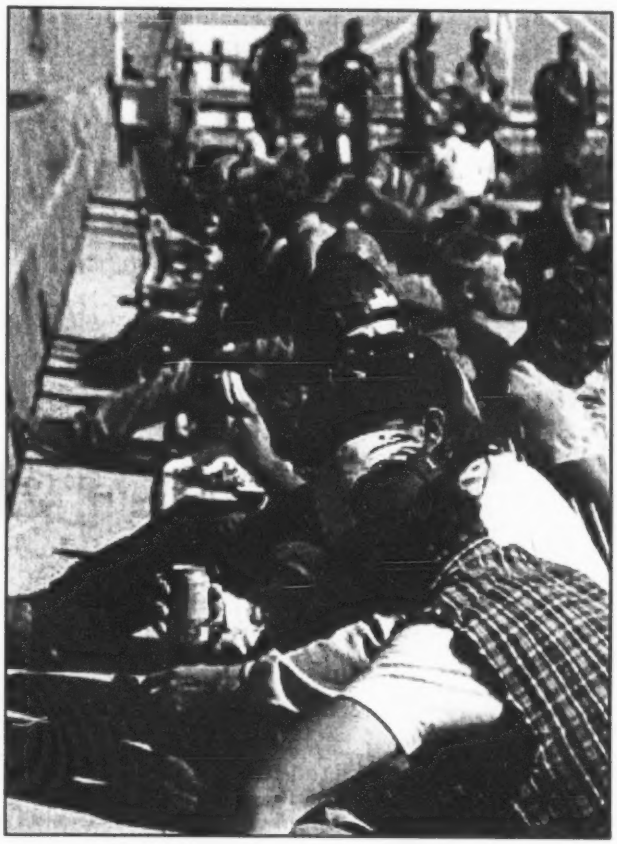

Workers sitting along the edge of the new bridge.

The WRB Bridge is the only major floating bridge in Canada and one of nine worldwide. There are nine pontoons, each made of concrete and totaling 700m in length. The largest pontoon is almost the length of a football field.

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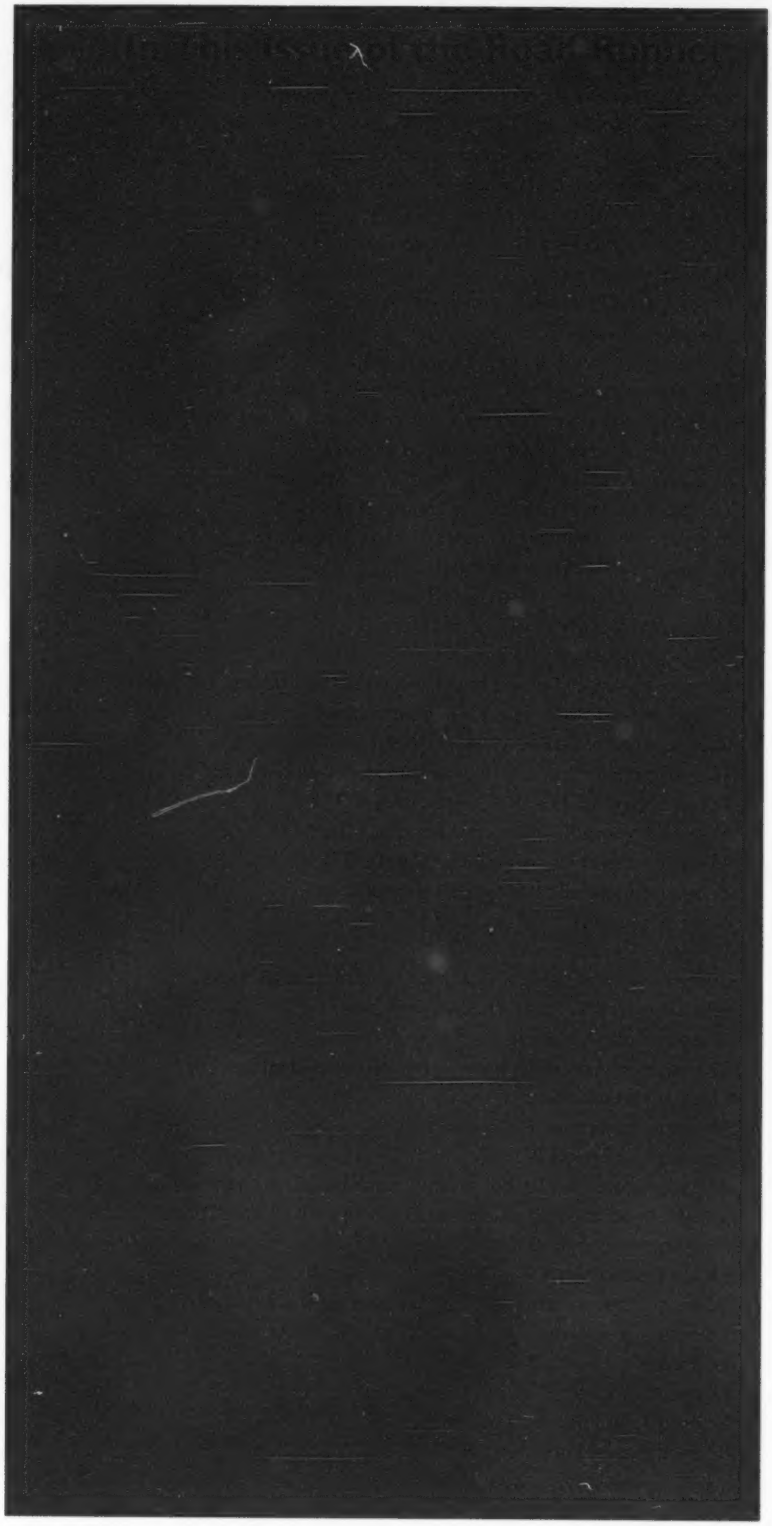

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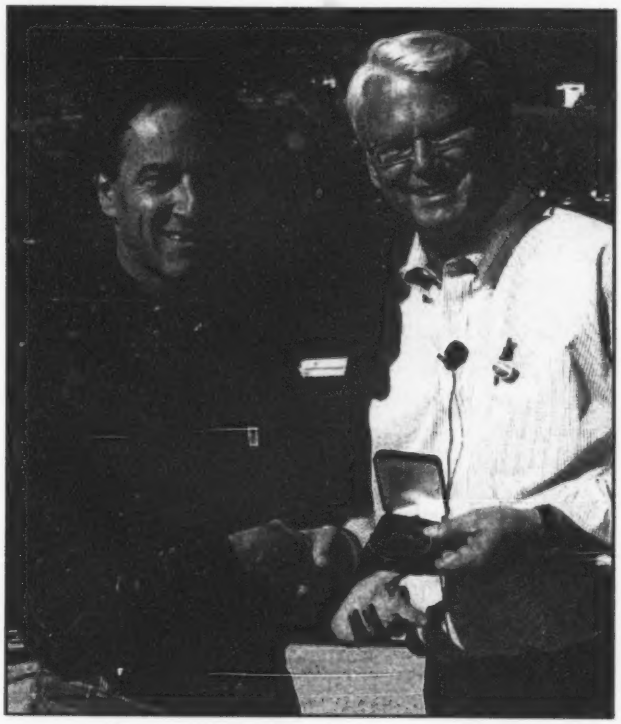

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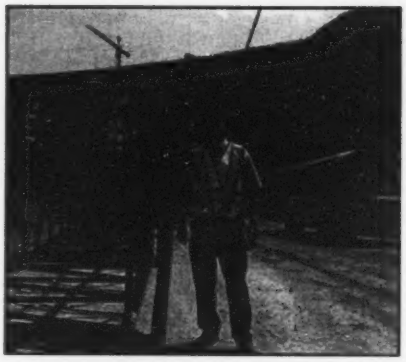
John Dyble Visits the Kicking Horse

Submitted by Murray Tekano
Project Director, Kicking Horse Canyon Project

John visited the Park Bridge project on July 18. Progress in the last few months has been astonishing. After a brief stop at the Concessionaire's construction office we went up to see what progress was being made on the bridge deck. The superstructure was complete and the placement of the deck was well underway. It was a bustling site that afternoon with the contractor shuffling equipment and materials on track for a late summer completion (officially opened August 30). The contractor faced many logistical challenges including facilitating the business operation of the 11 local rafting companies that ply the Kicking Horse River. Behind John in the photo is one of the many buses used to transport rafting clients to river put-in and take-out locations along the construction site. Perhaps John will want to view the project from a lower angle in the river on a future visit.

The view from up there was fabulous as John and I walked out across the rapidly expanding bridge deck. We were able top observe the contractor placing concrete for parapets along structure while the continuing to finish the deck in other areas. Ninety metres in the air seems like a long way down when you are standing on a deck less than 300mm thick.

Standing on the west abutment looking up at the bridge structure gave us a great appreciation for the level of



John Dyble beside the crane boom at the TPHG office.

engineering and construction skill that went in to this project. You could still see the marks left by the giant hydraulic rams that pushed the enormous girder assemblies into the air above the rising piers. To see it completed lees than a year after it activity started is awe inspiring.

On the east approach side of the project paving operations were in full swing. The PPP contractor was managing multiple operations in all areas of the project. On this day asphalt was being placed along the "Big Cut" section.

Of course there nothing like the smell of fresh asphalt to draw a crowd... John had a chance to chat with our construction quality technician Cam Shearer, Keith Callander Manager Field Services in Southern Interior and Jim Deutsch our construction manager about their perspective on the construction work.

It was great to have John on site for the afternoon and have an opportunity to engage with both our management team and the contractor's staff.

As some of you may know, traveling to Golden takes some effort due the lack of local commercial air service and the change in time zones (we are one hour ahead of you all on the wet coast). This means at least six hours of travel time between airports and the project site resulting in virtually a day of travel. Folks in the field are greatly appreciative of the time commitment John and the other members of the executive team make to visit our far-flung operations to show their commitment and appreciation for the work they do.

John observing paving on the East approach.

John, Cam Shearer, Keith Callander and Jim Deutsch

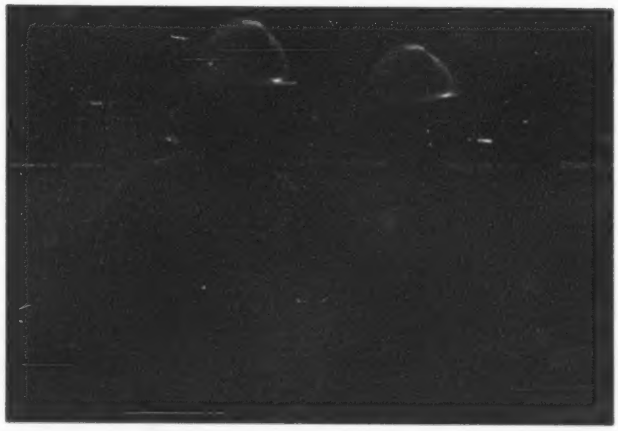
Minister's Tour in Okanagan

Submitted by Grant Lachmuth, District Manager

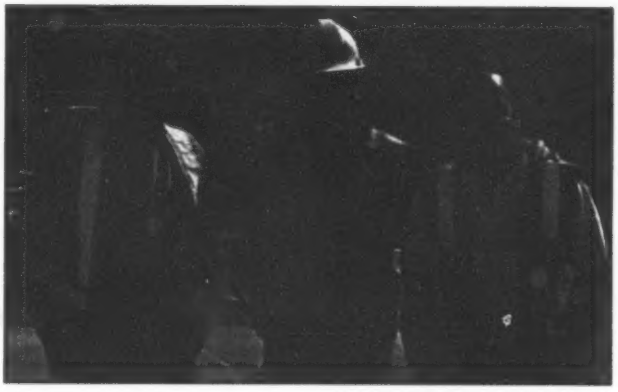
It's always exciting times when Minister Kevin Falcon comes to the Okanagan for a visit, but even more so during his recent visit on September 6th & 7th. Minister Falcon visited several work sites to view the progress of those projects and in particular to extend his thanks and appreciation to the workers themselves.

One of the initial projects visited was the UBCO Flyover Project on Highway #97, located just North of Kelowna. This Flyover, which has just recently been completed, will provide a much safer access to the UBC Okanagan campus and mitigate safety concerns with the left-turn movements at the University Way intersection. Another key benefit of this project is that it will also tie into a proposed cycling network to connect Kelowna to the UBCO campus. When visiting projects of this nature, it's always exciting to see the construction underway, with numerous pieces of heavy equipment moving the gravel or placing the asphalt. As was pointed out by the Minister though, "it's the people that make it happen," and that was readily apparent in the time that the Minister spent in talking to ministry staff and the construction workers themselves on-site.

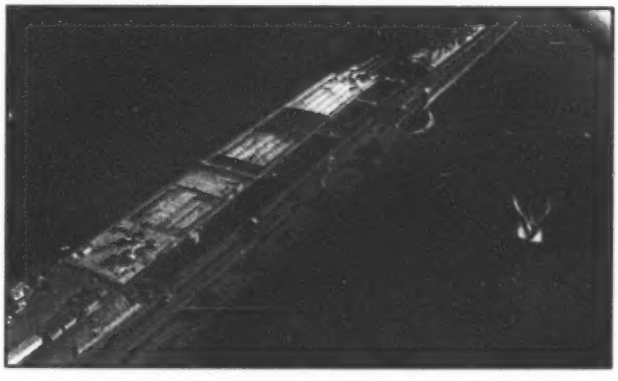
What would a visit to Kelowna be without checking on the progress of the William R Bennett Bridge Project... and what better way to tour a floating bridge, than by boat (the tugboat "Rascal 1" to be exact). Joining Minister Falcon on his tour of the bridge were MLA's Sindi Hawkins, Kelowna-Mission and Al Horning, Kelowna-Lake Country as well as project representatives, Jon Buckle, Project Director, Jay Sutton, Westmar Engineering and Tom Tasaka, SNC-Lavalin, who toured the Minister and detailed the progress to-date. Jon, Jay and Tom were joined by Kevin Richter, Regional Director who assisted in briefing the Minister on the progress of the bridge project and also the Campbell Road Interchange Project, located just to the West of the bridge. Although it was a bit rainy in Kelowna (a rarity I know), it didn't dampen the spirits of those individuals viewing these exciting projects.



Pictured with Minister Falcon is Paul Shul, Project Supervisor.



Pictured with Minister Falcon are representatives of Arthon Construction.



The William R. Bennett Bridge Project is currently about 65% completed, as can be seen in this aerial photo.

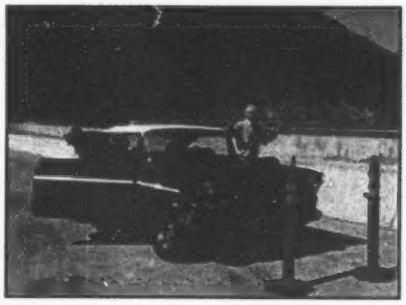
Party on Park Bridge

Submitted by Leanne Flood
Stakeholder Relations, Kicking Horse Canyon Project

At 8:00 p.m. on August 30, 2007, the new Park Bridge and 5.8 kilometres of highway approaches opened to traffic, replacing one of the most treacherous sections of the Trans Canada Highway. The spectacular new 4-lane, 405-metre long, 90-metre high bridge was completed several months ahead of schedule as part of Phase 2 of the Kicking Horse Canyon Project.

Traffic crosses the new Park Bridge.

Just a few hours earlier, the bridge was the stage for an event celebrating the accomplishment of the Kicking Horse Canyon Project's partners and workers. About 200 people assembled in the sunshine at the east end of the bridge and watched Premier Gordon Campbell, Minister of Highways Kevin Falcon, MP Jim Abbott, and Trans-Park Highway Group (TPHG) President John



1956 Chevy Bel Air on loan from Ben Veenkamp, Golden resident.

McArthur cross the bridge in a 1956 Chevy Bel Air – the same vintage as the original Park (10 Mile) Bridge.
Other dignitaries in attendance included MP Colin Mayes (Okanagan-Shuswap), MLA Norm Macdonald and Mayor Jim Doyle.

Speeches by the Premier, Minister, MP and TPHG President highlighted the provincial and national significance of this project, the public-private-partnership (P3) nature of its delivery, and the fact that it is being completed on budget and 21 months ahead of the original work schedule. Tribute was also paid to the high number of local workers and near-perfect safety record.

Traffic passes through the Big Cut.

At the end of the speeches, a Golden resident and worker known locally as 'Klinger' helped unveil the plaque dedicating Park Bridge to the past and present bridge and highway workers.

Medallions were then presented by Premier Campbell to the workers to recognize their contribution to building B.C., including 18 "Special Guests" representing highway workers who worked in the Kicking Horse Canyon in the 1950s-1960s. "We wanted to include as many of our past district and field employees from the area in the celebration as we could find," said Project Director Murray Tekano. "Without their past contributions to highway construction and maintenance there wouldn't be a Trans Canada Highway today."

For the finale, guests were treated to a BBQ lunch hosted by TPHG, the P3 Concessionaire responsible for the design and construction of the new Park Bridge.

continued on **page 7**

Party on Park Bridge (continued)

Minister Falcon greeting special guests.

The bridge dedication plaque is unveiled by (from left to right): John McArthur, Minister Falcon, MP Jim Abbott, Premier Campbell and Klinger.

Premier Gordon Campbell, Minister Kevin Falcon and MP Jim Abbott donned aprons and served up a great Baron of Beef lunch. Minister Falcon's attendance was all the more special as he came off his well deserved vacation to MC the event.

Everyone especially enjoyed the chance to walk along the new bridge and peer out at the view. "Although the Park Bridge always looked impressive in the pictures I'd seen, those images paled when I saw the bridge first hand. The community's reaction to this new bridge was equally compelling. Their enthusiasm for this project was palpable, and it gave me a renewed appreciation for the work the ministry does" noted James Penner, Senior Writer with the Ministry of Transportation's Corporate Writing Services.

Other Ministry guests included Glen Olleck (Operations Manager, Revelstoke), Peter Milburn (Chief Operating Officer, Victoria), Jack Bennetto (Transportation Manager, Cranbrook) along with happy hosts from the project and district offices including Area Manager Stephanie Livingstone and A/Operations Manager Art McClean.

The event was a great opportunity for headquarters, district, and project field folks to come together and celebrate in a spectacular setting. "I was really glad to see so many of our folks on the bridge that day who played key roles in bringing this project together" said Murray Tekano. "People from district operations to highway engineering, from writing services to risk management to our executive branch...so many people have a piece of this project...so many played important roles...it's the kind of team work that is the hallmark of our ministry."

Although the project is located 15 kilometres east of the Town of Golden, the community has claimed this project as its own. It was a celebration for those Golden families of past a present workers who helped to

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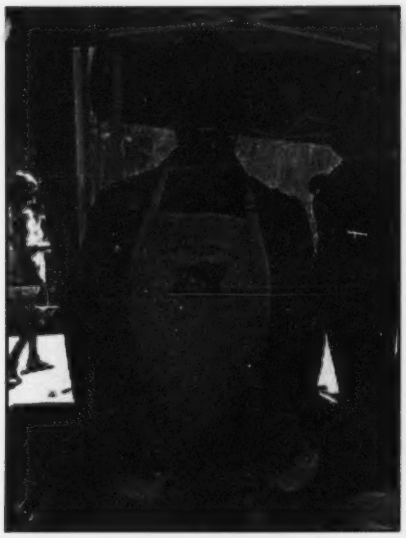
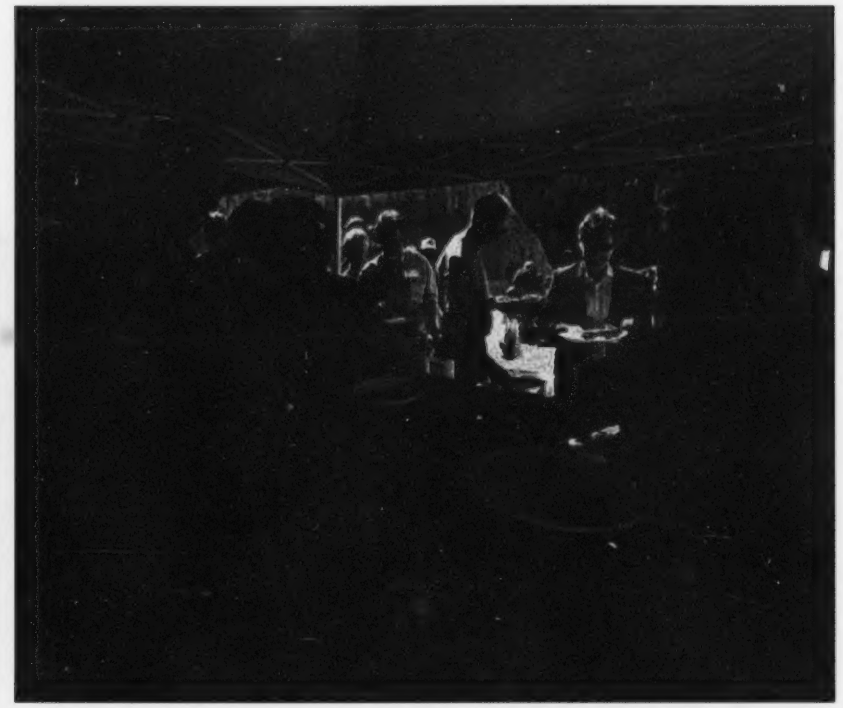
Party on Park Bridge (continued)

improve transportation in one of the most difficult corridors in our province. The acknowledgment of their contribution by the Premier was truly memorable.



Minister Falcon working behind the scenes on his day off.



Premier Gordon Campbell serves lunch to Jenny Pleice, Ministry of Transportation Corporate Insurance and Bonds Manager.

Lunch on the bridge near the 90-metre rock cut.

Project Director Murray Tekano and the new Park Bridge.

Kicking Horse Canyon: A Historical Glimpse

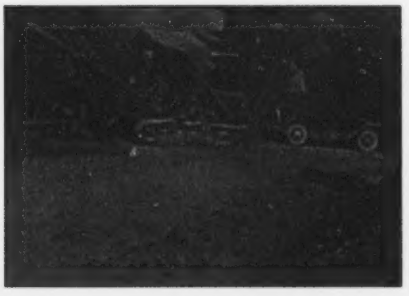
Bob Sime attended the opening of the new Park Bridge, and remembers what it was like working in the canyon in the 1950s. "There's more manpower now than what we had. No flag people, but not too many cars on the road and no freight trucks in those days."

Bob Sime chats with Murray Tekano, Senior Project Director, Kicking Horse Canyon Project.

He was on the Golden Bridge crew beginning in 1951 as a highways employee under the then Ministry of Public Works and worked in bridge and road maintenance for 36 years before retiring. During the construction of the original Park (10 Mile) Bridge, he remembers "it was cold working up there in the canyon in the winter – well, the canyon was always cold!"

"Equipment is way more advanced now. Back then we only had a bridge truck with a winch, and a power shovel for loading gravel onto trucks and digging ditches."

The original Park (10 Mile) Bridge in the 1950s.



Power shovel operating near Park (10 Mile) Bridge. Photograph courtesy of Bob Sime.

Slides and unstable slopes were an issue back then as well. Bob Sime noted that "weather had a lot to do with conditions" and he spent a lot of time using a "cat to clear snow slides off the road in winter".

Joe Irving gives his thumbs up!

Joe Irving, 95, wore his gold-plated construction hat for the special occasion. 50 years ago he was the foreman on the original Park Bridge project – a narrow structure past its service life and not built for today's traffic demands.

Eric Puupponen worked on the Golden highways crew from 1956 – 1982, starting out as a truck driver and spending the final 18 years on a grader.

Eric Puupponen Meeting Premier Campbell.

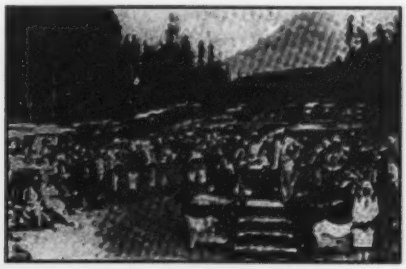
He says there were "cold days and hot days, but that was work", noting that working in the cold on the "old trucks I used to have a hot water bottle with me on the seat, but it was frozen in the wintertime!"

The route through the Kicking Horse Pass has been renowned for innovative engineering – both now and then. It's thanks to the hard work of people like Bob Sime, Joe Irving, Eric Puupponen and the rest of the original highways gang that we have achieved another engineering marvel in the Kicking Horse Canyon.

continued on **page 10**

A Historical Glimpse (continued)

Bob Sime, Doreen Kelly, Jean & Tom Sime (front row) and Eric Puupponen (second row, second from the right) and the other honoured guests await the start of the event on August 30, 2007.



1927 Opening Event, photo courtesy of Bob Sime.

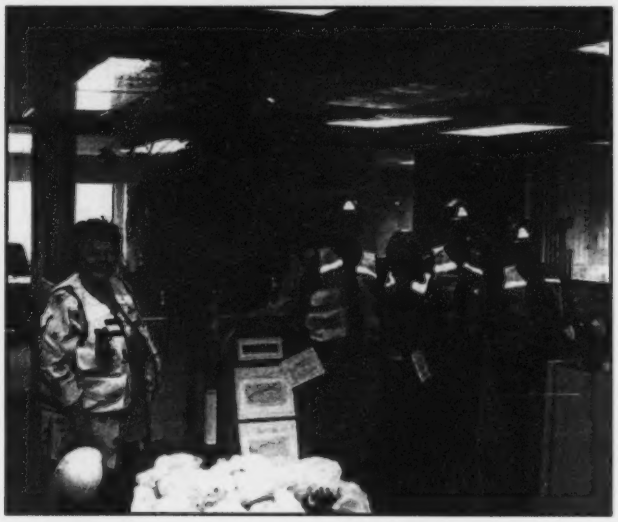
Check out the EAF website for regular updates:

http://gww.th.gov.bc.ca/eaf/home_intra.asp

Perfect Poles

Submitted by Tracy Cooper, Regional Director, SCR

The Pole: Before...



The Pole: After...

During Public Service Week, SCR staff had the opportunity to decorate some temporary structural steel posts in our building. At Tracy's suggestion, we held a pole decorating contest. We truly have imaginative, diversified and innovative folks working here. The two judges, Del Mecham and Ashok Bhatti, awarded 1st prize to the Freshet Flood Watch team. It was a hard won battle as the other poles were definitely potential prize winners. The winning team decorators included Henry Lew, Patricia Wong, Karen Orrell, Linda Malo, Dianne Friend and Grace Au-Yeung. The team's prize is a much anticipated lunch with Tracy Cooper. Waiting for the judges' decision, staff enjoyed coffee and cake while service pins were awarded.

Dogs A Hot Item On A Cold Day

Submitted by Nancy McLeod, Business Analyst

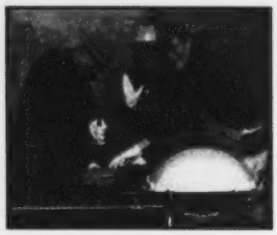
The weather was blustery but the hotdogs sold like wildfire at the Hotdog Fundraiser held by the Properties and Business Management Branch on October 18th.

While it was the coldest day yet for the event, sales were heartwarming, says organizer Shery Owen. The branch has held PECSF hotdog sales for the last four years, and this one saw a record of 144 dogs dished up. With the option of chips, and pop or iced tea to accompany the hotdogs, a total of $574 was raised for community organizations. It's expected that sales of the surplus of pop and chips will bring in another $100.

The wind blew fierce and cold, and the odd raindrop fell, but there was plenty of action to keep the hotdog sellers (and eaters) warm and entertained. Dressed in cowboy-themed garb, and serenaded by a boombox playing country and western oldies, branch members enjoyed huddled cordially around three barbecues and kibitzed with customers.

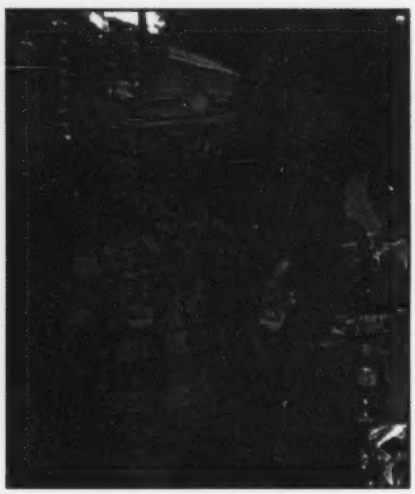
When former branch member and famous cowgirl Marni "Fearsome" Fedoruk cracked her whip, to bring in a few extra customers, it turned out just about everyone was happy to pony up for a good cause!

Jason from Radio and Electronics, breaks in his new recruit Lucas, HQ style.



The three musketeers (Harry Wan, Deborah Miller and Greg Mertton) at the pit.

Ride that horse Harry...Giddyup!



Put up your dukes - Nathan Popp and Sandy Carroll are fierce BBQers!

Submit your photos online at:
gww.th.gov.bc.ca/ImageGallery/home.aspx

Check out the Public Service Community website at:
https://gww.gov.bc.ca

Ministry-Wide PECSF Events

Below are some of the ministry-wide PECSF events currently taking place or coming up soon:

- **Weekly draws:** for all staff who have pledged on-line.
- **Local Charity Awareness:** Every week we will be featuring a different charity that has impacted people, we will also be asking people to share their stories by email **Laurie.Farquharson@gov.bc.ca** our Charity Awareness Coordinator.
- **Regional Sensations Cookbook:** Please submit your recipes no later than Thursday, October 25th. Photos would be grand! Cookbooks on sale Nov 6-9th watch for the emails.
- **MoTBay:** We are looking for items for our Ministry-wide online silent auction, please send a photo with a brief description to **shelley.keddy@gov.bc.ca**. All items must be in by Tuesday, October 30th and bidding closes on Thursday, November 8th.

HQ Events

The Great Chilli Challenge: Nov 6th.
The Amazing Golf Race: The foursome with the best score wins Nov 1st.
Raffle Baskets: On sale Oct 22-26th.
50/50 Fridays
Open House: Local charities will be in the court yard of 940 Blanshard 8-11am October 24th to highlight their causes

SCR Events

Events include the Great Snail Race, BBQ September 26, Basket Draw first week of October, Pumpkin Carving Contest October 30, Prizes for Best Dress for male and female Halloween Costume October 31, Silent Auction and Bake Sale November 15, Road Kill Jar Draw (jar of odds and ends) shall be apart of the ending in mid November.

SIR Events

SIR held a draw in which Lynda Lochhead won the first prize: a black fleece jacket. Lynda was thrilled to have won. She has been donating over the past couple of years and actually increased her amount for this campaign. It is an easy way to contribute to local charities. Jurgen Lutter won a WR Bennett Bridge golf shirt and Michelle Schillings won a duffle bag with a provincial sun on it.

NR Events

NR has a bottle drive planned as well as a pumpkin carving contest planned for October 31, 2007. All staff will be able to take part in the regionally organized PECSF fundraising event that includes: putting contest, Tim Horton's coffee/bake sale, silent auction, and penny drive on October 17th.

FYI: We are already making money! Total MoT online donations as of September 28th = $13,447.00, SCR's Total = $1,788.00, SIR's Total = $4,360.00, NR Total = $1,300.00, HQ's Total = $ 5,999.00.

John Dyble and Peter Milburn greet employees at PECSF kick-off.

Shelley Keddy and Frank Blasetti

Thank you to John Dyble, Peter Milburn, Kathie Miller, Sheila Taylor and Frank Blasetti for personally greeting all the MoT employees at 940 Blanshard Street and kicking off the 2007 PECSF campaign with coffee and treats. Dave Byng would have loved to be there as this year's sponsor; however, he was busy meeting with Minister Falcon.

Dan Doyle Leadership Award

Call for Nominations for 2007

Submitted by Val Fabick
Regional Manager, Project Delivery

The Dan Doyle Leadership award was created in 2005 to recognize the remarkable leadership demonstrated by Dan Doyle during his more than 36 years with the Ministry.

Dan began his career as an EIT and rose through the ranks finishing his MoT career as Deputy Minister. Dan was recognized as a true leader and the award commemorates his great contributions in this area.

The award is to be presented annually to an individual, either a current or recent past Ministry of Transportation employee, who best exemplifies the attributes of a great leader.

In 2006, the Award was presented to our Chief Engineer, Dirk Nyland who was nominated by his colleagues for his proven commitment as a leader within the Ministry of Transportation and throughout the engineering community. During his career Dirk has embodied the spirit of leadership and was a truly deserving recipient of this award.

Dirk Nyland & Dan Doyle

We know that there are many other great leaders in the Ministry who deserve to be recognized for their efforts.

It is that time of year where we will are seeking nominees for the 2007 Dan Doyle Leadership Award. We are requesting all Ministry staff to submit their nominations to Val Fabick, Regional Manager Project Delivery for the South Coast Region. Val will be collecting the nominations and forwarding to the selection panel for review.

Nominations should be submitted in writing with rationale citing examples specific to the selection criteria. Three supporting nominators must sign each nomination. The selection criteria includes demonstration of the following leadership qualities:

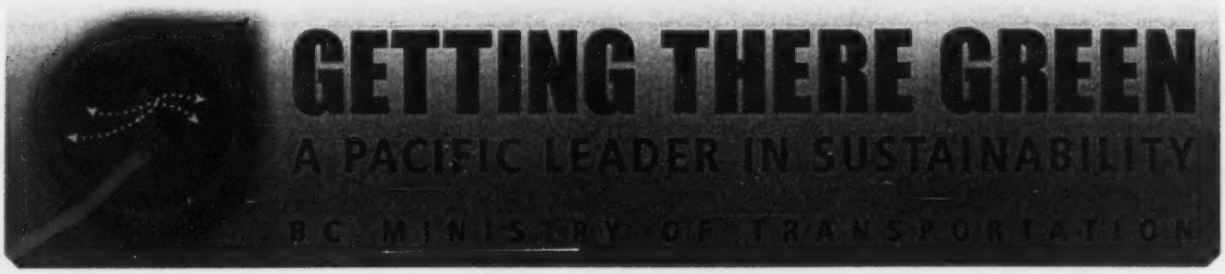
- Long term commitment to demonstrating and promoting leadership
- Developing, maintaining and improving working relationships
- Values that help support and foster and excellent working environment
- Leadership by example "walks the talk"
- Enthusiastically communicates a vision to the organization
- Excellent service to others such as colleagues, co-workers, staff and the public
- Empowers others (e.g. team building)

A panel consisting of six staff representatives from the administrative, technical and management areas will review the submissions and make a recommendation for the year's award winner. The Assistant Deputy Minister will make the final approval of the selections panel's recommendation.

The recipient will receive an engraved plaque and a gift certificate for dinner for two. A wall plaque of all the award recipients will be permanently displayed at headquarters. The presentation will be made at Deputy Minister's Staff Recognition awards ceremony in the winner's home region.

The due date for submitting nominations is February 1st, 2008.

For further information on the Dan Doyle Award, please visit the Employee Advisory Forum website at **http://gww.th.gov.bc.ca/EAF/home_intra.asp** or contact Val Fabick at 604-775-2666.



MoT's Climate Action Program Is Driving Change

Since the last Road Runner update, the Climate Action Program (CAP) Green Team has been working non-stop. Building on the Ministry's strong record in caring for the environment, the team is moving forward to ensure the Ministry is a leader in reducing the weight of its footprint on the environment.

Engaging ministry staff through a variety of communication means, CAP hopes to drive behavioural change. To date the Green Team has:

- Launched the Getting There Green Intranet web site **http://gww.th.gov.bc.ca/cap/**. Staff are updated, informed and given the opportunity to contribute innovative 'Green Ideas' and track their own carbon footprints.
- Conducted a live, videotaped interview with Minister Falcon in July. Hearing the Minister's thoughts on addressing climate change was an exciting opportunity for CAP's co-op students, Jill Vivian and Tom Crist.
- Offered staff an opportunity to test-drive a Ford Focus hydrogen fuel cell vehicle. A few lucky staff members got to experience a totally green and clean ride. Why not ask car magnet, Harry Wan what he thought!
- Hosted the Green Ideas Shine Challenge. Staff generated more than 100 ideas. It was a challenge to decide which three ideas to put forward to the Climate Change Secretariat. Visit **www.gov.bc.ca/green** for more information.
- Supported International Car Free Day: CAP hosted a Leave Your Car At Home day, challenging HQ staff to walk, cycle, bus, carpool or even skateboard to and from work on September 21, 2007. CAP's friendly Green Team greeted over 145 qualifying staff with coffee, healthy cookies, and the opportunity to win great prizes.

CAP thanks all those staff members who have shared their skills, knowledge and expertise over the past six months and looks forward to moving forward with new faces and new talent. If driving change is your passion, contact our team and express your interest.

- Dave Duncan replaced Steve Anderson as the Project Director, Steve Anderson is now working with the Climate Action Secretariat
- Deborah Newby is sharing her skills and expertise to help with internal communications
- Co-op Tom Crist completed his MPA co-op term and has rejoined the team as a research officer
- Co-ops, Aleshia Biggs and Maggie Mao are job sharing a co-op position this term so that they can continue with the program and their studies
- Levi Timmermans is on parental leave until December
- Linda Sayers is now supporting PBMB with her excellent administrative support
- Jane Hawksworth has returned to PBMB on a full time basis
- Co-op Jill Vivian has returned to UVic to finish her environmental law degree
- Brenda Janke, Tuan Bui, Gail Scott and Jeremy Hewitt remain core members of the program.

GETTING THERE GREEN
A PACIFIC LEADER IN SUSTAINABILITY

MoT's Regional Carbon Footprint Comparison

Recently, the Climate Action Program (CAP) asked staff from each of the regions to participate in a carbon footprint comparison. We were curious how work and life challenges differ from place to place. So we asked some brave souls to enlighten us on what it would take to reduce their carbon footprint and what challenges they face.

From the South Coast Region: Tyler Lambert in Powell River, from the Southern Interior Region: Norm Parkes in Kamloops and Leslie Elder in Cranbrook, from Headquarters: Alan Callander and Marni Fedoruk in Victoria, and for Northern Region: Bill Rose in Prince George.

The Results

Results	Tyler	Norm	Leslie	Alan	Marni	Bill
Vehicle	7.00	11.56	2.78	5.60	0.86	6.80
Flights	2.06	4.98	7.74	1.32	11.50	6.98
Home	3.19	3.57	2.42	1.18	8.1	5.1
Total Tonnes	12.26	20.10	12.94	8.10	20.46	18.88

The results were surprising! Although Marni Fedoruk (pictured racing around) has the lowest vehicle usage out of everyone, it was her air travel that caused the highest score of the group. But Marni is looking at "installing a heat pump to reduce her heating oil consumption" and she points out that she reduces by recycling and composting, which the study did not reflect on household wastes. "For each bag of garbage put out per week that you eliminate through recycling [or composting] you can save 160 kg of CO^2 per year".

Other ways to reduce include buying locally and in season. Most produce comes from areas in California and further, just to reach your dinner table.

As the second lowest emitter, Tyler Lambert (by his work vehicle) says that he doesn't "go out of [his] way to live a green lifestyle, but...if I switched to a hybrid vehicle instead it would lower my footprint by 25%. It's amazing how much impact a simple switch like that can have on your footprint."

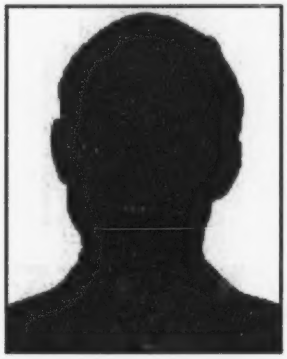
Our lowest emitter, Alan Callander (pictured on his bike), reduces his carbon footprint by "cycling to and from work, and in the home [he] uses a heat pump". Even though he is the winner for the smallest footprint, Alan says he could also look at reducing his vehicle use after work to reduce the footprint even more!

Almost every aspect of modern life contributes to greenhouse gases – water vapor, carbon dioxide, methane, nitrous oxide – that stay in the atmosphere and influence global temperatures. These compounds occur naturally, but since the beginning of the Industrial Revolution, as factories burned oil and coal for power, their concentrations have increased dramatically.

We are all responsible for climate change when we use electricity to power our homes, fossil fuel to power our car and travel modes for business and pleasure. Everything we consume (clothes, food, electronics, etc.) is made using energy which contributes to climate change. We can all be part of the solution to reduce Greenhouse Gases...Do you want to be a part of *driving the change*?

Leading From the Middle Seminar:
A New Employee's Perspective on Workplace Engagement

Submitted by Nathan Popp, Business Services Manager



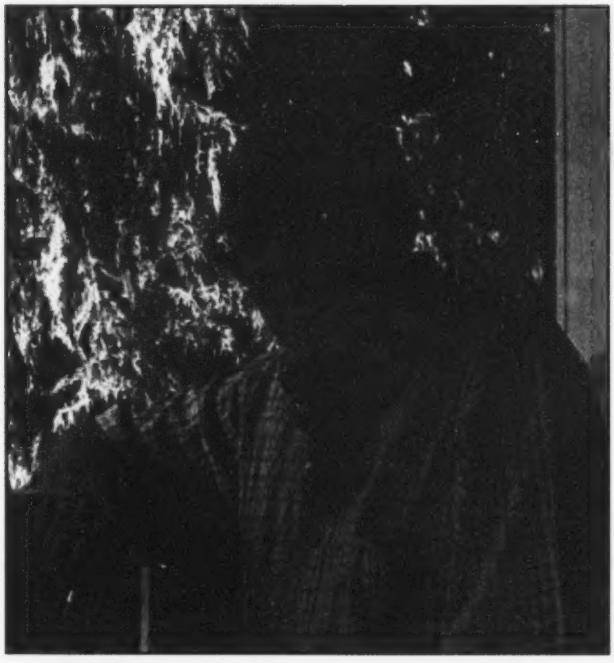
Recently, I had an opportunity to attend the *Leading from the Middle* professional development seminar held on October 3rd in Kelowna. In this seminar, participants strengthened leadership skills to enhance their own and others' engagement at work. I personally benefited by gaining new perspectives and skills for fostering a positive and productive workplace.

I believe the practice of engagement is a worthy pursuit, because it brings one into the present and facilitates meaningful connections with others. Not only does this practice build stronger work teams, but it also enriches life. As a new employee, I am pleased to see the value the Ministry places on workplace engagement. It demonstrates a commitment to the growth and development of our people.

And, while the seminar was a good experience, sustaining a high level of engagement is also a choice which each of us must continually make every day. I intend to keep making this choice because I believe it creates positive benefits for our organization and also the public, for whom we work in service.

In Memoriam: Richard (Dick) Ernest Matthews

Respectfully, we say good-bye to Richard (Dick) Ernest Matthews who passed away on September 19, 2007, at the age of 68.



Dick joined the Ministry of Transportation in 1956 and worked in the construction branch, until his retirement in 1995. During his 39 years of service, Dick developed many strong and lasting friendships. He will always be fondly remembered throughout the Ministry for his dedication and long service to the Ministry.

Dick will be dearly missed by his wife, Fay, his sons, Gary and Rick Matthews and his daughters Shelley Vandecar and Kerry deWeerd. Our thoughts go out to Dick's family and many friends.

If you would like to share any fond memories or stories of Dick with his family please forward an email to Shanna Mason.

Fall Highways Department Meeting

Submitted by Jane Hawksworth, PBMB & Cindy Hogg, CVSE

On October 1st and 2nd, the Highways Department came together for our fall meeting at the Grand Okanagan Lakefront Resort in Kelowna, B.C., in conjunction with the annual Road Builders and Heavy Construction Association's fall conference.

It provides an opportunity for all managers from the various business units in the Highway Operations Department to connect and share information that is relevant and timely. Chaired by Dave Byng, Highways Department ADM, the meeting kicked off with an executive address from Deputy Minister John Dyble and Chief Operating Officer Peter Milburn, followed by an informative question and answer session.

Dave Byng chaired the meeting.

presentation and demo on the GEM low speed vehicle by Electric Car BC. Staff were able to take a test drive around the hotel parking lot in an electric vehicle.

Participants at Highways Department meeting.

GEM Low Speed Vehicle demonstration.

The first day included a presentation on the W.R. Bennett Bridge by Jon Buckle, followed by an Employee Advisory Forum update by Grant Lachmuth. Greg Gilks delivered an informative overview of CVSE.

This year various demonstrations were arranged as functional breakouts, two of which were conducted outside in the parking lot. There were three different stations and groups rotated through each one. The first station was a

The second station was a patrol vehicle, presented by Steven Haywood and Cole Delisle. CVSE Inspectors patrol in this vehicle and it is used to demonstrate what CVSE does on the road and at various road checks. This emergency vehicle is equipped with laptop computer, radar equipment, air care on the road equipment, lights and sirens. Also the vehicle is equipped with portable scales, creeper and wheel chocks so the inspector has the ability to weigh and inspect a vehicle anywhere if necessary.

continued on **page 18**

Fall Highways Department Meeting (continued)

Staff had the opportunity to view all the equipment and sound the sirens and carry the 30 pound portable scales! The third station was an inspection procedure, presented by Gary Li and Cindy Hogg. The goal was to demonstrate that no matter what the vehicle looks like on the outside, shiny and clean, does not necessarily mean that it is safe to be on the road.

CVSE portable and truck inspection demonstrations.

A vehicle was borrowed from Argo Maintenance in Kelowna, MoT Maintenance Contractor, to show the procedure and what is involved. Gary crawled on the creeper to show exactly what was checked and why. The inspection procedure, which all CVSE inspectors follow, is the Commercial Vehicle Safety Alliance North American standard. This standard was established so the inspection procedure is consistent regardless of where you travel.

Day two included an informative presentation on the Climate Action Program by the newly appointed Project Director, Dave Duncan. This was followed by Mike Proudfoot, who delivered a witty update on the Gateway Program. Garth Stewart closed with a look at "First Nations – New Relationship". These were followed by functional breakout sessions.

One of the highlights of the Road Builders' conference is the fall banquet dinner and Kal Tire Reverse Draw that is held each year. Minister Falcon was invited to deliver the keynote address and he enthusiastically talked about how B.C. is witnessing and experiencing an historic investment in infrastructure and how we should all be proud of the work that we do to deliver these large projects. He also talked about the Climate Action Program and how the transportation industry, which produces 40% of the emissions in B.C., has the toughest challenge ahead to meet the government's targets of reducing GHGs.

Gary Li performing a truck inspection.

The next Highway Operations Department annual meeting will be held in early 2008.

Minister Falcon at BC Road Builders Fall Banquet and Kal Tire Reverse Draw.

MoT Habitat Enhancement Project Enables Landowner to Win National Award

Submitted by Penelope Simpson
Environmental Technician (Co-op)

Found on the east side of central Vancouver Island, Chef Creek is located north of Bowser and empties into Baynes Sound through a scenic 87-acre, ocean-side property downstream of the Old Island Highway (Hwy 19A). This land has been owned by the Cook family since 1883. Warren Cook and his father always encouraged use of their property for salmon assessment, research and restoration. The acreage has a rich estuary and three salmonid bearing streams which are habitat for coho and chum salmon, cutthroat trout and steelhead. In the winter of 1995/1996, during the development of the Inland Island Highway (Hwy 19), road embankment washouts contributed to sediment build up problems in Chef Creek. Subsequently, in 1998 a side-channel pond was constructed as a mitigation measure to reduce the accumulation of gravel.

In 2006, the opportunity arose for further enhancement on Chef Creek and Sean Wong, Senior Environmental Biologist for the Environmental Management Section of MoT, seized the occasion. After spending weeks working on a 5000 m^2 section of Warren Cook's land, the results were new fresh water rearing ponds, the creation of an all-tide wetted estuary channel and an inner tidal pond, new side-channels and enhanced main-stem habitat for Chef Creek. All of these features provide improved biodiversity and habitat for the salmon, trout and wildlife that frequent the area. Thanks to Sean Wong's ingenuity, screened spawning gravel was sourced from nearby Rosewall Creek, where gravel build up became a hindrance to the creek functioning properly and utilized in the Chef Creek enhancement project. Two months later, chums were seen using the spawning platforms which MoT created. The results of the habitat enhancement and restoration project include improved year round habitat usability and complexity as well as better fish passage. The expectation is that the enhancement done by MoT will sustain larger populations of salmonids and help stabilize future stocks.

From left to right: Hon. Iona Campagnolo, Warren Cook, Sean Wong (MoT) and the Lieutenant Governor's escort.

The work headed by MoT at Chef Creek has received much recognition and is being showcased as a prime example of excellent stewardship practices and partnering. An interpretive sign has been erected on site; numerous educational tours have occurred with participants such as the Pacific Salmon Foundation, UBC and all levels of government officials and politicians.

This summer Warren Cook won the Governor General's Wildlife Habitat Canada Forest Stewardship Recognition Award. MoT was recognized in the ceremony on July 18th, 2007 and the Hon. Iona Campagnolo, Lieutenant Governor of BC, showed great enthusiasm when discussing the Chef Creek environmental enhancement project. Warren Cook was awarded this honour for the following:

- He has turned down numerous offers to develop his very valuable land and instead has chosen to focus on retaining environmental values.
- The Cook family has been very cooperative with MoT, the Department of Fisheries and Oceans (DFO), the Fanny Bay Salmonid Enhancement Society (FBSES) and The Nature Trust of BC.

continued on **page 20**

MoT Habitat Enhancement Project (continued)

Left to right: Bruce Cook (Warren's son), Warren Cook, and the Hon. Iona Campagnolo.

- The Cook property has been used for stock assessment and research (DFO) as well as enhancement (MoT, DFO and FBSES).
- Warren and family encourage educational stewardship tours on his property.
- The future plans for the Cook property include establishing a self-sustaining pink salmon run on Chef Creek
- Warren is currently working with The Nature Trust of BC to establish a conservation covenant to ensure continued sustainable land management with high regard to environmental conservation values for future generations.

Receiving this type of recognition in combination with positive media coverage is very encouraging. This project was funded through the Environmental Enhancement Fund (which was created in 2004 to encourage environmental stewardship and foster partnerships with other agencies). Positive partnerships such as the Chef Creek project allow Sean Wong and the Environmental Management Section to continue to provide first-rate environmental consultation and on-the-ground works throughout BC. Congratulations to Warren Cook and family as well as the MoT Environmental Management Section on the excellent work.

Distance Is My Friend

A poem by Rachael Morgan
Environmental Project Assistant, Gateway Program

My hand slides over the invisible
Dry eyes seek greedily by daylight
Fellowship disappears in darkness

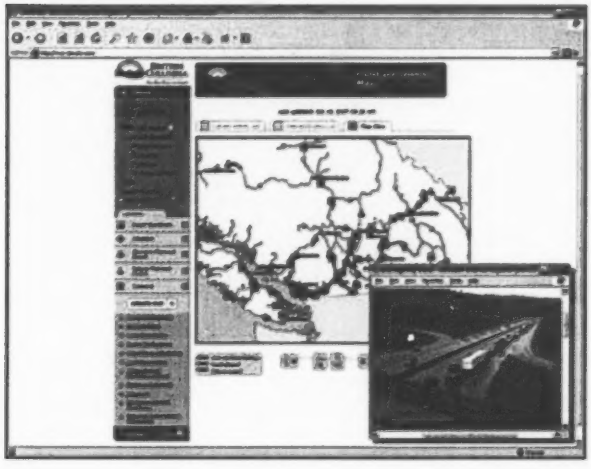
Towns past already forgotten
The next exit already thirsty

DriveBC: Things Are Heating Up

Submitted by Cameron Gray, Drive BC Team Lead

Autumn

As the summer winds down and the temperature begins to cool, things at DriveBC are heating up. We are busy working on a number of initiatives which we are confident will enhance user experience and contribute to the ongoing success of the DriveBC service.



For those of you who are new to the ministry or are not yet familiar with DriveBC, we provide a website (**www.drivebc.ca**) and toll-free phone service (1-800-550-4997) which provides timely road condition and incident information in an effort to contribute to road safety and help motorists decide when to travel and what route to take.

Welcome Back

DriveBC is pleased to welcome back Trish Sterloff, after a two year hiatus! Following time off to enjoy parenthood, and a stint at the Integrated Land Management Bureau, we at DriveBC are happy to welcome her back to MoT as Senior Manager, Business Management. We look forward to having Trish contribute to the overall direction of DriveBC.

Recognition

This month DriveBC was selected as First Runner Up under the Citizen Engagement category of the Public Sector Information Technology 2007 Awards. This was a group effort and I'd like to thank Rick Stangeland, Miriam Basic, Lionel Cai, and Nancy McLeod for all of their hard work in putting together an excellent submission.

Safety

Driver safety is important to DriveBC. Towards this end, we are happy to announce that Young Drivers of Canada are now distributing DriveBC brochures throughout all of their BC training centres. We are hopeful that by reaching new, young motorists, we will be able to contribute to the development of safe driving habits of future generations of BC drivers.

Service

In an effort to provide visitors to BC timely road condition information, we have approached the Canadian Border Services Agency. The CBSA have agreed to make DriveBC information available at five BC/USA border crossing sites. We are grateful for their cooperation and look forward to the positive impact that this will have on motorists visiting the province.

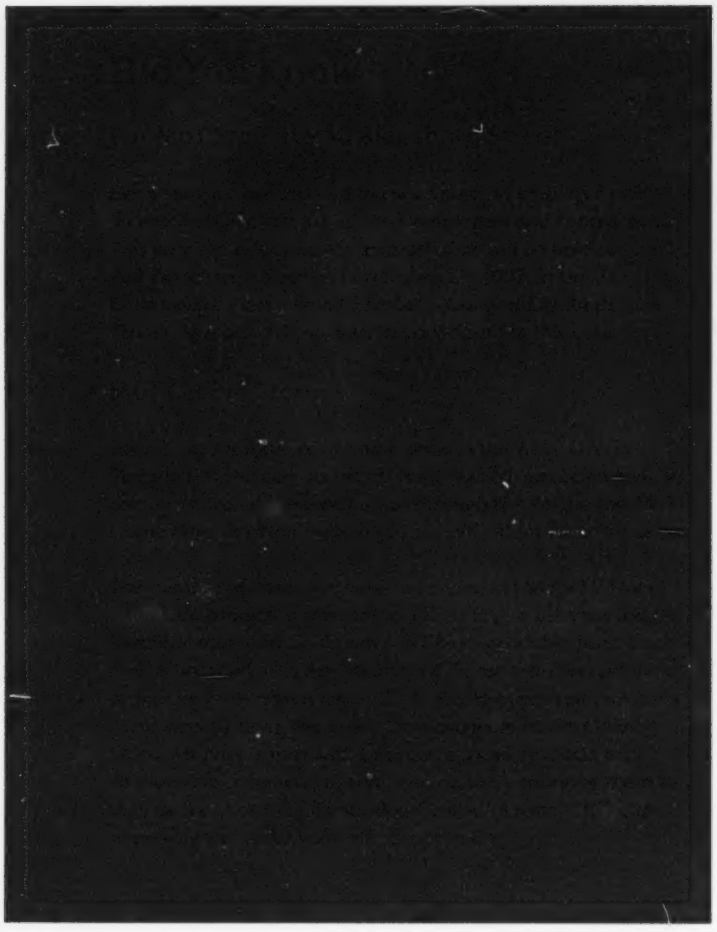
Wikipedia

DriveBC now has a presence on Wikipedia. To view our article, please take a moment to visit: **http://en.wikipedia.org/wiki/Drivebc.**

Staff From the SIR District and Region Embrace the Halloween Spirit

Halloween fun with Tracy Cooper at the South Coast Regional office.

Second prize for best costume went to Don Kanski (left), and first prize went to Doreen Poirier (right).



Relay for Life

On May 26, 2007, Smithers held the Relay for Life. This is a 12-hour walk in aid of Cancer research. Bulkley Stikine District got a team together and for every $1,000.00 raised, one of the team shaved their head. We raised over $5,000.00. It was really cold on the bald head at 12:30 AM. The shavees were Kurt Edmunds, Fred Seychuk, Steve Uyesugi, Rob Blackburn, and Sherrie Applegate.

Our team had a couple of really good reasons for entering the relay. Cancer has hit a couple of people associated with our office. As so eloquently said to me by Rob Blackburn, "I am so glad that I am here walking with you, instead of walking for you."

Garcia Lake to Courtney Lake: Highway 97C, East of Merritt

Submitted by Rampaul Dulay
Senior Project Manager

A new four-lane, nine kilometre-long section of the Okanagan Connector completes the Coquihalla Highway system and celebrates the 30th anniversary since its construction was first announced in 1977. A new four-lane section between Garcia and Courtney Lake was officially opened to the public on July 24, 2007, by Honourable Minister Kevin Falcon. The construction started in July 2005 and completed in July 2007. The Okanagan Connector link between Merritt and Peachland was first opened to traffic in October 1990.

An $18 million investment has four-laned a nine-kilometre stretch of Highway 97C between Garcia and Courtney lakes, just east of Merritt. It was the last two-lane section on the 300-kilometre Coquihalla system. The upgrade improves efficiency by allowing drivers to maintain the highway's normal speed of 100 kilometres per hour, instead of adjusting to 90-km/hr. The contractor was Emil Anderson Construction (EAC) Inc. The project was designed by R.F. Binnie & Associates.

The Coquihalla system provides motorists with quick and safe access to and from the Interior and has spurred enormous economic activity in Nicola Valley and Okanagan Valley. Located at the junction of the Coquihalla Highway and the Okanagan Connector, the City of Merritt is seeing the benefits of being on a major transportation route.

Highlights of Project:

- 700, 000 m^3 of dirt excavation
- 40, 000 m^3 of rock excavation
- 19 km of wildlife fence installed on both side of highway to prevent wildlife entering the highway corridor and thus reduce accidents
- Two underpasses constructed for movement of cattle and farm equipment
- Aesthetically pleasing curvilinear alignment with gentle grades and scenic background of ranches and lakes.

Staff From the SIR District and Region Embrace the Halloween Spirit

Halloween fun with Tracy Cooper at the South Coast Regional office.

Second prize for best costume went to Don Kanski (left), and first prize went to Doreen Poirier (right).

Did You Know?

For MoT Staff at 940 Blanshard Street

Every year we are pleased to coordinate an employer paid flu vaccination clinic for all MoT employees and contractors. This year the influenza vaccination clinic will be held at 940 Blanshard Street on November 21, 2007, in the 3A Boardroom. Please email Elizabeth Young at Elizabeth.Young@gov.bc.ca if you wish to participate in this clinic.

MoT Online Store

Take a look at some of the new items in our MoT Online Store which you can access at http://gww.th.gov.bc.ca/gwwhr/content/store/onlinestore.pdf, or through the link on the MoT Home Page at http://gww.th.gov.bc.ca/Content/NewHome.asp.

The number of items has been expanded in the MOT Store to include hoodies, a tote bag, a sports bag, a thermos mug, a water bottle and Go Green MoT biodegradable pens. Each item is branded with the Ministry of Transportation and the provincial government logo. All MoT employees can purchase items directly using the order form available at the Online Store. Managers may wish to acquire these products as employee recognition gifts and can do so by charging them to their account at the Distribution Centre Victoria (DCV), the same way you order your office supplies.

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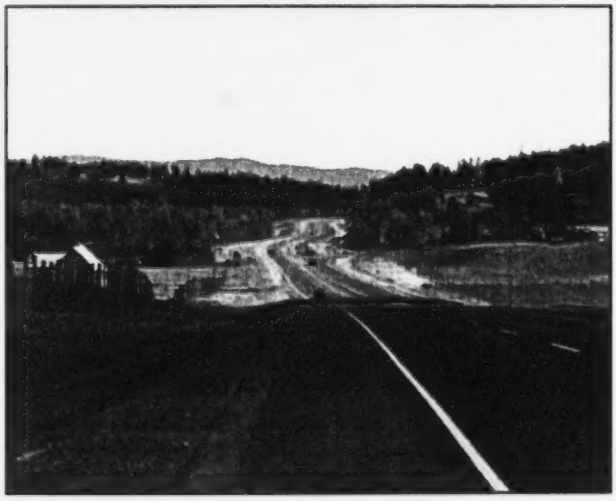
A new four-lane, nine kilometre-long section of the Okanagan Connector completes the Coquihalla Highway system and celebrates the 30th anniversary since its construction was first announced in 1977. A new four-lane section between Garcia and Courtney Lake was officially opened to the public on July 24, 2007, by Honourable Minister Kevin Falcon. The construction started in July 2005 and completed in July 2007. The Okanagan Connector link between Merritt and Peachland was first opened to traffic in October 1990.

An $18 million investment has four-laned a nine-kilometre stretch of Highway 97C between Garcia and Courtney lakes, just east of Merritt. It was the last two-lane section on the 300-kilometre Coquihalla system. The upgrade improves efficiency by allowing drivers to maintain the highway's normal speed of 100 kilometres per hour, instead of adjusting to 90-km/hr. The contractor was Emil Anderson Construction (EAC) Inc. The project was designed by R.F. Binnie & Associates.



The Coquihalla system provides motorists with quick and safe access to and from the Interior and has spurred enormous economic activity in Nicola Valley and Okanagan Valley. Located at the junction of the Coquihalla Highway and the Okanagan Connector, the City of Merritt is seeing the benefits of being on a major transportation route.

Highlights of Project:

- 700, 000 m^3 of dirt excavation
- 40, 000 m^3 of rock excavation
- 19 km of wildlife fence installed on both side of highway to prevent wildlife entering the highway corridor and thus reduce accidents
- Two underpasses constructed for movement of cattle and farm equipment
- Aesthetically pleasing curvilinear alignment with gentle grades and scenic background of ranches and lakes.

Quest for Knowledge (and "Gondolaria")

Submitted by Stephanie Livingstone, Area Manager Roads

Recently, the Rocky Mountain District set out on a quest for knowledge as part of their annual staff meeting at the Kicking Horse Mountain Resort in Golden. Part of this quest included working with the Golden Inspection Station staff doing Level 1 commercial vehicle inspections on random trucks traveling the Trans-Canada Highway. Many District staff who participated had never done inspections before and learned a great deal about how our CVSE staff help to keep safety a priority on our province's highways. It was a learning experience made possible only by the patience and enthusiasm of our inspection station team.

But there was another part to the quest for knowledge. We were put into four teams of 8-12 people: Team Lost, Team Survivor, Team Fear Factor and Team Amazing Race. At the top of the Kicking Horse Ski Resort hill, each team hiked through the mountains on a specified route looking for hidden packages with questions the group collectively answered to earn points. There were also topics for discussion for the group to learn more about our individual roles in the District. The packages were located using handheld GPS units that were easier to operate for some than others, but we eventually got the hang of it. While some were skill testing questions like "What is a Notice and Orders used for", one of the packages contained a photo of an antler that had ended up in Jeremy Zandbergen's lap during a collision with a deer, Jack Bennetto at the wheel at the time. We also learned that bats exit their homes to the left and slugs have four noses. All in all, educational!

Although each group followed a different route, Team Fear Factor took things to new heights by leading Kevin Richter on a gruelling hike through steep terrain for the majority of the day. When this group returned to the check point there were red faces, expressions of sheer terror/exhaustion and big smiles all around.

While hiking in the mountains in 30 degree heat might sound appealing, I personally was not prepared for "Gondolaria" at the end of the day when our group started the ascent on the gondola up to the Eagle Eye Restaurant for dinner. "Gondolaria", as defined by our own Art Mortimer is: "a claustrophobic reaction to being suspended in a small greenhouse/sauna over a large recently neutered grizzly bear". We had made reservations for 5:30 pm and had piled into the "pods" of the gondola expecting a scenic ride up to the top. Unfortunately, a bearing blew in the guts of the device and almost everyone (except Jack, who somehow managed to remain on the ground during all of this) was suspended high above the ground for 2 hours. Now, to put this in perspective for you there are a few things to consider:

1. Some people are afraid of heights.
2. Some people are claustrophobic.
3. The Kicking Horse Mountain Resort keeps a grizzly bear named Boo contained on the ski hill for tourists to view (refer to "Gondolaria" above).

continued on **page 25**

Quest for Knowledge (continued)

4. Gondolas are made for winter travel. They are Plexiglas, have only a 6-inch window at the very top of the pod, do not have air conditioning or fans, and for safety reasons you cannot open the doors from inside.
5. The day we got stuck it was 30+ degrees and there was not a cloud in the sky.

My group was a bit more fortunate then some of the others. For one thing, there were only 5 of us. Other pods had up to 8 people in them. For another, Talon, one of our CTIs from the Golden Inspection Station happened to have a Leatherman on his person (I have always been a fan of the boy scouts). We had already taken inventory of who was wearing a belt, who had shoelaces and where we might be able to cut through the Plexiglas that was our sweat lodge nightmare. To further antagonize the situation, Jack was in contact with several pods who had cell phones and encouraged us with phrases like: "It doesn't look good" and "They're talking about ropes". While I don't think there was any widespread panic per se, these helpful tidbits of insight did little to calm those who were (as mentioned above) either claustrophobic or afraid of heights. Thank-you fearless leader.

Although we were late, the restaurant staff were quick to serve copious refreshments to quell the chaos that was our District staff dinner. And in the morning, our meeting began with an apology from the Resort Operations Manager accompanied by a free lift ticket and day-pass for everyone to return during ski season. I think I'll stick to the chair lift.

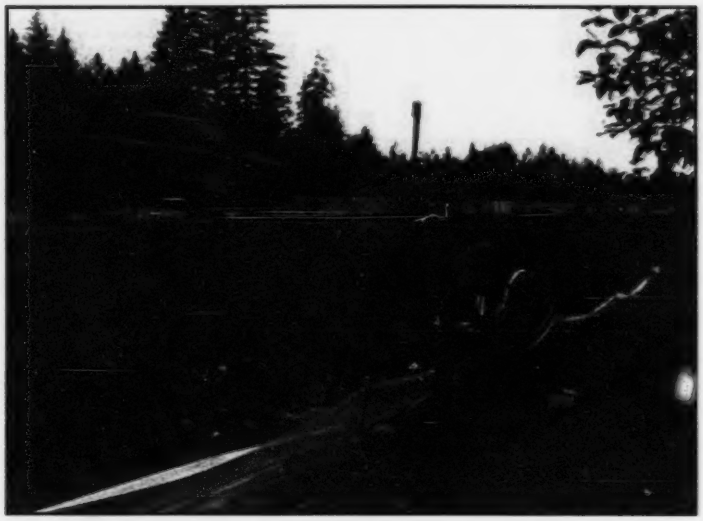
We got an inside look at the inland-ferry system thanks to Nancy Merston, who walked us through the ins and outs of her daily work life. Who knew ferries could be so political? We did put her on the spot a bit by asking when the Galena Bay ferry would be replaced, but as always Nancy subdued us with her wit and grace by saying "it's at the top of the list". I think I saw Brian Abear visibly relax a little.

The meeting also included our Work Environment survey results, special thanks to Susan Ingram for helping the group to work through what our issues are and come up with ways to help resolve them. Of special note, our fearless leader has an in-basket problem and our development approvals staff are not afraid to tell him so.

Our meeting wrapped up with a tour of the Kicking Horse Canyon bridge project, and special thanks to Jim Deutch, Art McClean and Jon Jensen for being such willing tour guides. All in all, one of the more memorable staff meetings I've ever attended.

Toadlet Tsunami Strikes Vancouver Island Inland Highway

Submitted by Len Sielecki, Environmental Issues Analyst, Engineering Branch



In mid-August, the Vancouver Island Inland Highway (Highway 19) was struck unexpectedly by a tsunami of western toadlets near Pup Creek, north of Courtenay. Over a million toadlets, hatching in two swampy locations on the east side of the highway, began to migrate west across the highway.

The migration was first noticed on August 17th by Elke Wind, one of British Columbia's leading amphibian experts, while she was driving north to work with the Ministry on improvements to amphibian fencing located further up the highway. Without warning, waves of western toadlets had begun migrating west across a stretch of a four lane, 110km/hr section of the highway.

Although many other toad crossing locations along the highway had been identified during the 1990s by extensive pre-construction environmental impact assessments and mitigated with amphibian fencing and tunnels, there had been no indication that toads were present where the migration was occurring. As a consequence, the toadlet migration was occurring at a location which had no amphibian fencing or passage structures.

The toadlet migration was unprecedented in Ministry history. On the first day, hundreds of toadlets at a crossing site that stretched approximately two kilometres along the highway. The following day, the number found jumped to about 10,000. Each subsequent day, as the mass migration continued, the numbers grew rapidly. Never before, had the Ministry experienced an amphibian migration of such magnitude.

Fortunately for the Ministry, and especially the toadlets, Elke was available to provide extremely timely, professional advice on dealing with the creatures. Following Elke's suggestions, Lynda Fyfe, an environmental contractor, and Kate Paul, a Ministry environmental co-op student, supervised the prompt installation of temporary amphibian fencing to funnel the toadlets into collection buckets. To manage the migration, Linda and Kate worked closely with the Ministry's District office in Courtenay. Doug Wright, Road Area Manager, Sue Pauwels, Area Manager, and Nathan VandenDungen, TELP, Development Approvals played key roles in coordinating Ministry efforts to save the toadlets and managing those involved. Chris Rabbitt and Marlene Leach from the Youth Employment Program with the Ministry's Rest Area Rangers were seconded to assist District Staff. Ministry contractors and numerous volunteers also came to help. Many hours were spent building the temporary amphibian fence, capturing the toadlets and transporting them in buckets safely to the other side of the highway. Among the volunteers were Doug's wife and Sue's husband, who gave up their weekends to help monitor toadlet recovery efforts and pick up the little creatures.

Relentlessly, the migration continued day and night for over eight weeks. At its peak, it is estimated that over 50,000, penny-sized toadlets were trying to cross the

continued on **page 27**

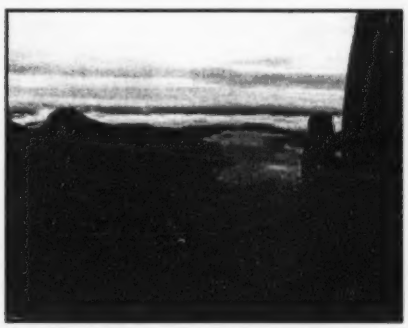
Toadlet Tsunami (continued)

highway each day. As the waves of toadlets quickly rose and increasing numbers of volunteers were involved in their recovery, Doug and Sue took further steps to ensure public safety.

Toadlet photo by Kayt Chambers

They quickly had the existing solid highway median barriers replaced with skuppered ones to enable any toadlets that managed to bypass the amphibian fencing a better chance of crossing the highway. Doug also had the northbound curbside lane of the highway closed to traffic to protect the toads and those carrying them, as well as a rapidly growing number of news media personnel, complete with camera crews vying for good pictures. The toadlet migration received extensive media attention across Canada. In addition, many local people were driving out to the migration site and stopping on the highway to witness the event. The decision to close one northbound lane of the highway was not a simple one, as it had significant impacts to commercial traffic flow and increased the potential for motor vehicle collisions. Given the convergence of toadlets and humans, something had to be done right away, so Doug and Sue had warning signs and traffic cones put in place to direct traffic away from the toadlets and volunteers. As a result of Doug and Sue's initiative, the bucket brigade transported an estimated one million toadlets safely across the highway without incident.

With the recent onset of fall and lower temperatures, toadlet highway hopping has slowed down considerably and the Vancouver Island Inland Highway is returning to normal. The Ministry is currently assessing the migration event and identifying environmental factors which may have contributed to it. Ministry environmental staff are trying to determine if the migration was a one-time occurrence, or if future migrations are possible. Steps are being taken to identify what can be done to protect the western toadlets in the Pup Creek area should migrations become more regular events. A wildlife migration response protocol is also being developed to assist Ministry staff respond quickly, should another toad, newt, turtle, snake or other small creature tsunami strike a Provincial highway.



Radio Repeater Tower Upgrades

At the end of July, Stuart Anderson and Steve Drew arrived on the Queen Charlottes to work on some upgrades to the radio repeater towers in the area. These pictures were taken on the Juskatla repeater west of Port Clements. Fantastic views, remote, lots of bear scat, and no rain!

Is Information Causing You Grief?

Finding electronic information is often a huge challenge with the proliferation of LAN stores and personal Outlook mailboxes across the Ministry. Even if a document can be located, it is difficult to assess whether the one that you have found is the most recent version that was produced. In many cases, critical information simply cannot be located because knowledgeable staff are absent or information has been purged completely when staff have left the Ministry.

Since 2005, the TRIM 'Total Records Information Management' Team has been implementing the TRIM product solution to help business units across the Ministry overcome these critical information management challenges. Some of the key participants in the TRIM Project to date have included the district offices in the Southern Interior Region and the Northern Region, Project Offices and a number of Headquarters branches including Transportation Policy Branch, Finance and Administration, Marine Branch, Highway Planning Branch and others.

During the early stages of engagement, each of these business units expressed serious concerns pertaining to managing electronic information. Some of the common issues included:

- A need to improve information sharing within a business unit and with their stakeholders.
- A need to manage and share business related emails.
- A need to improve information search and retrieval capabilities.
- A need to ensure that business information is not lost when staff retire or take leaves of absence.
- A need to eliminate redundant printing and physical filing routines.

Shortly after introducing the TRIM solution, an individual follow-up review was conducted and most business units indicated that TRIM was the first positive step to addressing these issues. A few comments heard in passing...

"We are finding that TRIM is very effective for search and retrieval, in fact, TRIM has located documents that we forgot existed."
(Nancy Merston, Director, Marine Branch)

"I am most impressed with the search and retrieval capabilities of TRIM. I plan to shutdown the LAN and use TRIM as our central information project repository."
(Grant Lachmuth, DMT, WR Bennett Bridge Project Office)

"TRIM is currently being used by most staff for filing Outlook email and the results so far have shown that we are experiencing a marked

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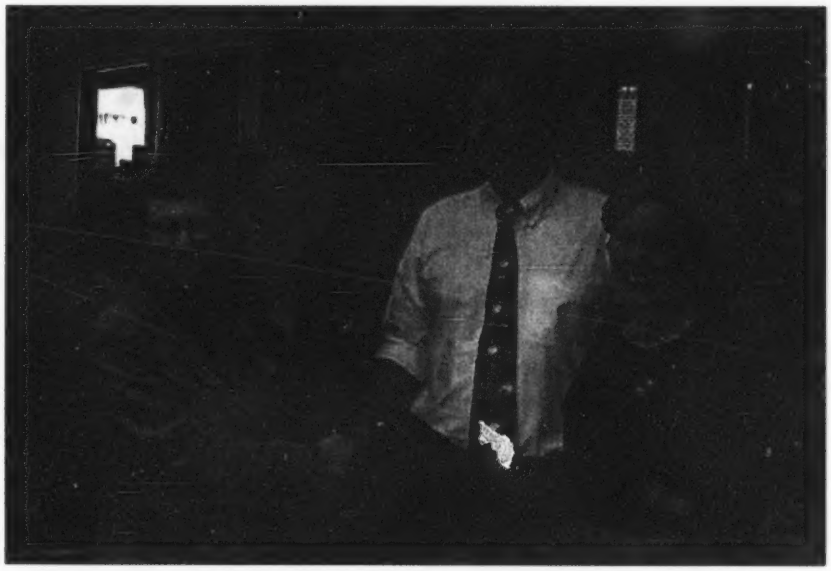

TRIM team members Janice Meier and Beth Pitblado congratulate Jim Hester and Sheila Smith on leading the ministry with the highest number of records entered in TRIM.

Is Information Causing You Grief? (continued)

reduction in the amount of paper that is being produced."
(Loreen Russell, DSM, Cariboo District)

"Our staff are beginning to find TRIM effective for locating information and we are working towards TRIM being the central location for all documentation for the district"
(Bonnie Greenwood, DSM, Rocky Mountain District)

"TRIM is efficient, clean, it cuts down on the amount of paper sent to file, and I don't have to go to a file room. I love it"
(Sheila Smith, Highway Planning Branch)

A recent count of the TRIM central repository shows that our MOT TRIM users have deposited nearly a quarter million documents and emails.

The top three districts leading the way in use of TRIM are: Cariboo, Rocky Mountain and Fort George, based on the number of documents registered in TRIM. The combined major project offices save an average of 4000 documents in TRIM every month. Taking top prize for greatest use of TRIM by an end user for the summer of 2007 is Highway Planning Branch's dynamic duo of Jim Hester and his able-bodied assistant Sheila Smith.

Business units across the Ministry are continuing to approach the TRIM Team and request TRIM implementation services that fit with their timetables. Many bookings have already been reserved for the next 6 months and it is expected that TRIM usage will easily hit 50% of the Ministry by December 2007.

To get on board with the TRIM solution, please contact Beth Pitblado by email or at 250-356-0315.

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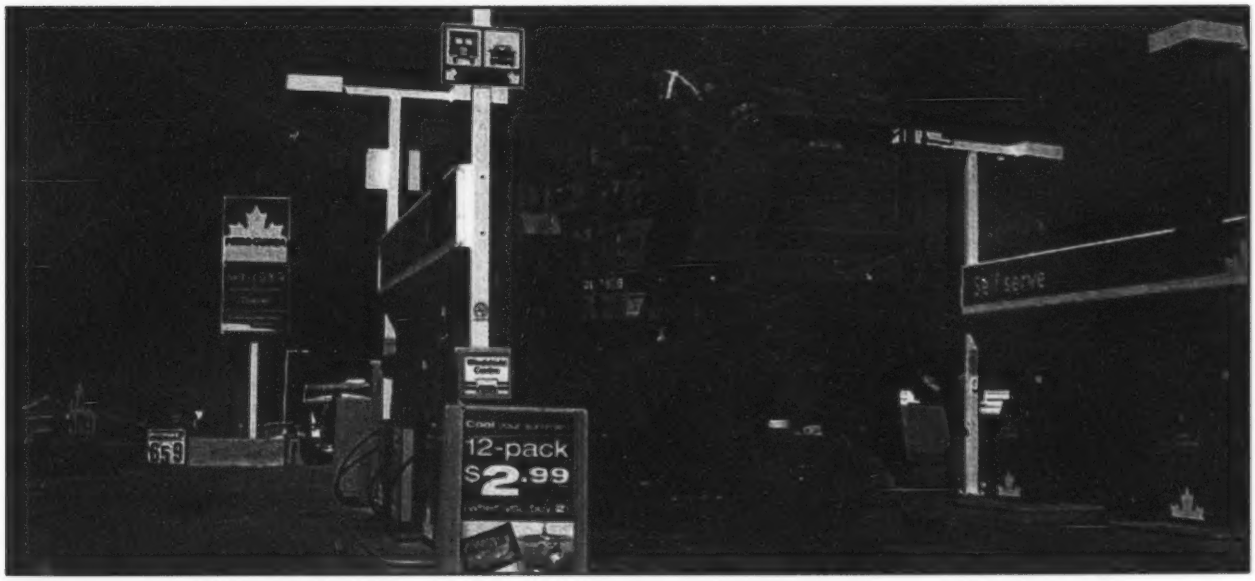
You Never Know What You Are Going to See!



Need Gas? ***Emil Anderson Construction were working on our paving project on Hwy 97 at Falkland and their profile miller needed fuel. The service truck wasn't available, so they did the next best thing. You won't see this every day!***

Human Resources

Roadrunner Ad for Job Opportunities E-mail Subscription

New from your Human Resource Branch! If you are looking for a new career opportunity you probably visit the Job Opportunities website at least once a week to see if there have been any positions posted that are of interest to you. Wouldn't it be great if you could register to receive a weekly e-mail with all of the newly posted jobs? Well, now you can!

Visit **www.MoTJobs.ca** and click on the link that says "Job Opportunities E-mail Subscription". You will get to a registration page that will ask you to input your name, e-mail address and some optional statistical information. You can choose the type of postings you would like to receive by classification and geographic location. Once you have registered, you will receive a weekly e-mail listing the jobs that fit the criteria that you asked for. You can cancel your registration any time you like.

If you have any feedback about the system after you subscribe, please send an e-mail to Chantelle Gergley at **Chantelle.Gergley@gov.bc.ca**.

First All-Employee Orientation Session a Big Success

On June 11th and 12th, the Ministry held its first orientation session for all new employees hired in headquarters since January. There were forty-three new faces in all, and there were presentations ranging from a welcome from the Deputy Minister and Chief Operating Officer, to an introduction to the Employee Advisory Forum, to a trivia game based on the standards of conduct. Kirsten Pedersen, Director, Transportation Policy Branch hosted the all day event and the half day tour of the Parliament Buildings on the second day.

Feedback from the session included:

- I am a new employee of MoT, but a 15-year employee of the BC Public Service. I have never worked for a ministry that takes such an active and progressive approach to their HR Plan.
- Well done. No complaints.
- I found the whole process worthwhile and informative. Thank you for taking the time to organize all this.
- Great idea. This makes employees feel welcome.

The evening social featured a game of MoT Jeopardy. The winners are pictured below: Ray Basi, Mary-Ethel

Audley, Lionel Cai, and Annemarie Crawford.

More new employee orientation session will be held in the Regions in July and September. Orientation of our new employees will become a regular feature and we encourage you to get involved and welcome all the new faces to the MoT Family.

Tara Perret

A letter from Tara Perret:

Hello and Good Morning,

I have received my Certificate of Completion for the Technician Entry Level Program (TELP).

Thank you for your all support and guidance to help me move forward within the Ministry.

Upon completion of the Civil Engineering program at the British Columbia Institute of Technology (BCIT), I was seeking a long term position with a reliable company relating to my studies.

continued on **page 31**

Human Resources (continued)

I was extremely impressed with the TELP Information Session when it came to BCIT. The Ministry of Transportation offered all that I was seeking: longevity, career development, a compensation package and an accommodating work environment.

The TELP Orientation Session outlined the Ministry's structure, the expectations of the TELP and an opportunity to network with fellow TELP's and their mentors. This session helped prepare me for my start date and was very motivating.

The Ministry of Transportation has exceeded above and beyond my expectations. I have received excellent guidance and ample support to bring me where I am today. I look forward to the future opportunities in my career and growing with the Ministry of Transportation.

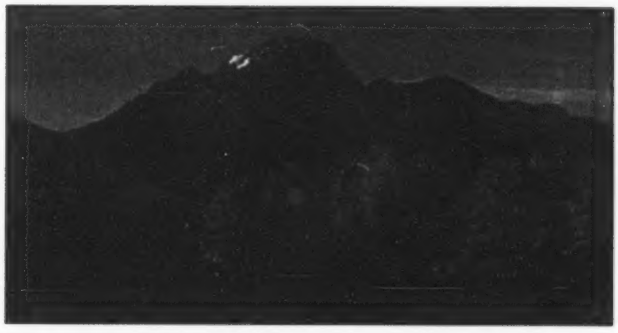
Thank you.

Tara Perret, Grad Tech., Salmon Arm Development Technician
Okanagan Shuswap District

Bella Coola Valley: Hwy 20 Repair Project

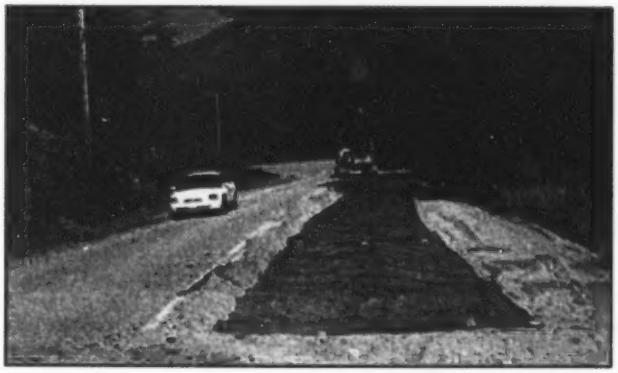
Submitted by Trish Mazuch, Area Manager

Thank you to all the Ministry Staff who helped out with the Hwy 20 Repair project in the Bella Coola Valley. Special mention goes to Keith MacNeil & Terry Murphy for their hard work, perseverance in the field, dedication and above all, good humour.



Autumn in the Cariboo Chilcotin and repair work below.

Thank yous also go out to Dan Palesch, Wayne Nordstrom, Sharon Beck, Karen Jeff, Bob Penner, Todd Hubner, Jason Jackson, Stefano Condotta, Brent Beattie, Paul Riegert, Russ Roberts, Brad Hogg, Bryan James, Wayne Fraser, Loreen Russell, Margie Henley, Wes Wiebe, Leanna Ilnicki and Michelle Schilling. The project would not have been successfully completed without the help of these individuals as well as Ministry of Environment, DFO, Interior Roads, Dawson Construction and operators of the local Hired Equipment from Bella Coola, Anahim and Tatla.



The Anatomy of A Road Closure

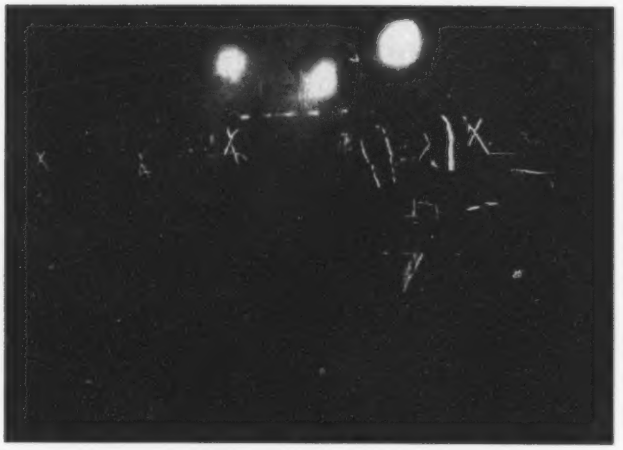
Submitted by Suzanne Fitzpatrick, Border Infrastructure Program

How did a 36-hour closure on Highway 10 go virtually unnoticed? Good planning! The Border Infrastructure Project is a federal/provincial cost-shared program providing $285 million for border-related improvements, involving the upgrade of four major highway corridors in the Lower Mainland: Hwy 91/91A, Hwy 10, Hwy 11 and Hwy 15. All segments are progressing well, on schedule and on budget.

On July 14th and 15th, 2007, Highway 10 was shut down for approximately 36 hours to raise and re-furbish the Southern Railway track where it crossed Highway 10 at Old McLellan Road in Cloverdale.

The tracks had to be raised approximately 200 mm to match the grades of the new road structure and to accommodate a concrete pad installation for greater stability in the roadbed. The existing tracks had to be removed and the new sub grade for the RR bed graded and compacted. The tracks went back in the same location with a revised elevation.

Amazingly, the new rails and ties were assembled on site in two, 35-metre sections and lifted into place. The sections were then tied together and once the tracks were aligned on the concrete panels, they were bolted on to the adjusted rail ties through the roadway section only. The last step was to pave the approaches to the concrete panels. The Project Director extended a well deserved congratulations to everyone involved on the care, time and detailed coordination that was invested into this tricky situation.



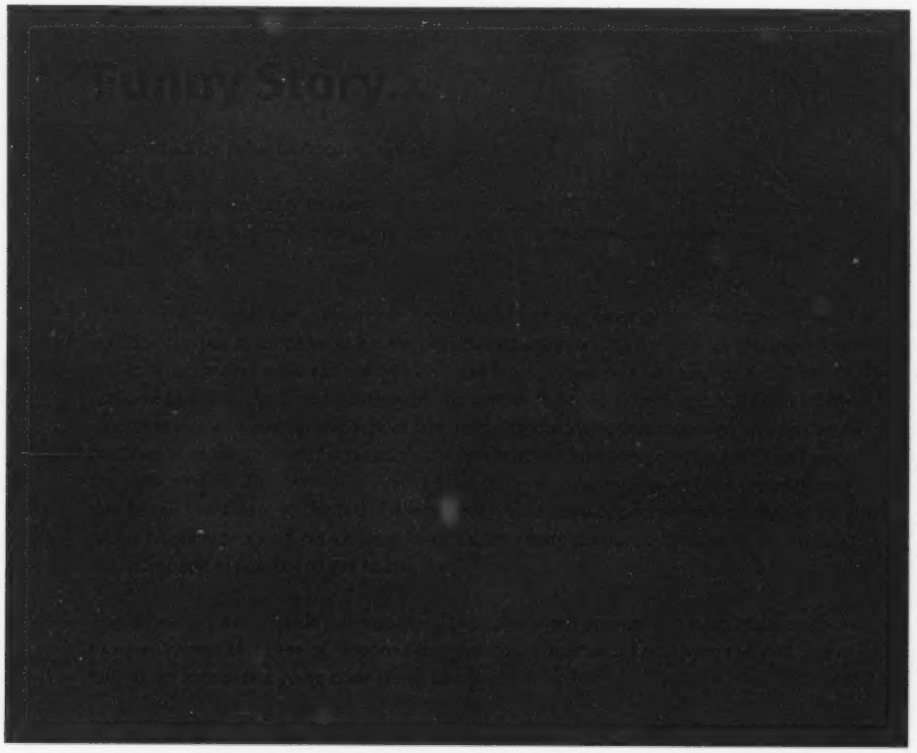
1:30 a.m. Monday morning

Installation of concrete panels

Brentwood Bay photo by Marina Woywitka

And She's Still Running...

Robyn Clifford, District Development Technician of the Okanagan Shuswap District, Kelowna office, crossed the finish line in the Okanagan International Marathon held in Kelowna on Sunday, October 7, 2007. This is her first full marathon – 42.2 long kilometres! Congratulations, Robyn - you set a goal, worked hard and you did it!



Savary Island

The development approvals group Lower mainland District embarked on a journey to Savary Island to take a look at the highway and deal with some local issues. The ladies of the group took a healthier approach and chose bicycles while the men decided to take the "faster" route. What a day what a great place to work!

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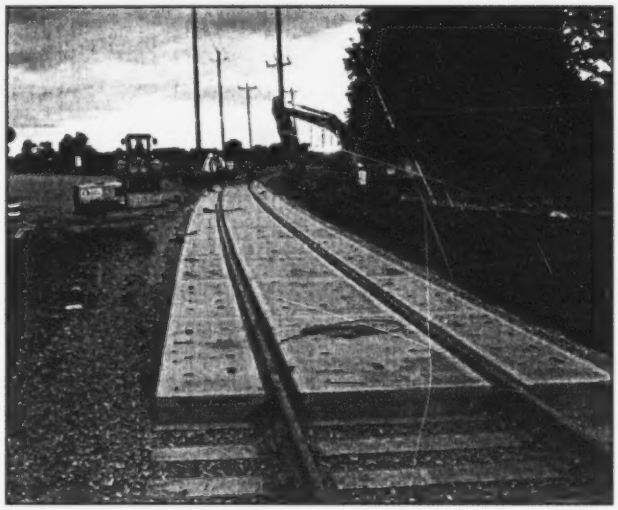

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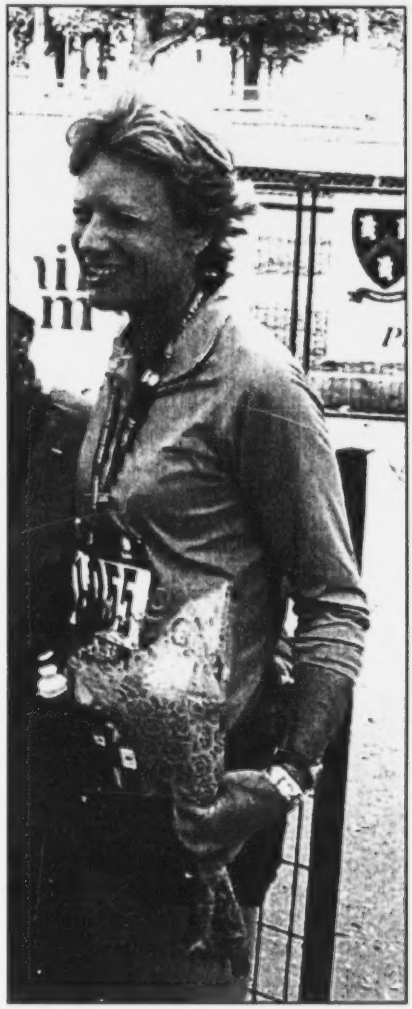

Funny Story...

Submitted by John LeMoine, CVSE

I have a humorous story to share as told to me by an RCMP officer stationed on the Queen Charlotte Islands during my last trip to perform school bus inspections and facility audits.

The town of Masset has a volunteer fire department and most of the volunteers have additional types of employment. One particular person is also a driver for the local school bus contractor and while driving a yellow and black school bus he received a call to respond to a fire. Well, this gentleman decided to go "code three" and activated all the emergency equipment on the school bus including the swing out stop sign and proceeded post haste to the firehall. Fortunately the last student had been dropped off just before the call came in. This particular unit did not require a student-pedestrian crossing arm due to the build date of the bus. Otherwise it would have appeared he was a great knight on his trusty steed with his jousting lance at the ready, prepared to skewer anyone who might impede his ability to get to the fire.

This driver has been made fully aware of the rules when operating a school bus and vows to never repeat this type of response to a fire call. I only wish I had seen the pictures of a fully lit up school bus going code three to a fire.

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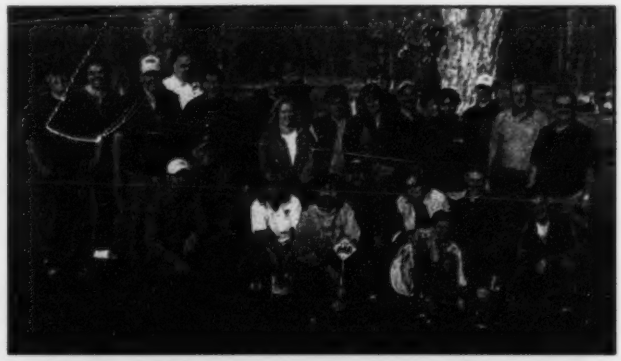
MoT, Cariboo District Fun Golf Tourney

Submitted by Brad Emslie (CTI)

Winner of the Putt for Cash: Ron Johnson

This year's MoT Fun Golf Tourney was held in Quesnel at Dragon Lake Golf Course. We had 26 players that attended this year. The winners for lowest score were: Bill Pattyson, Karen Jeff, Ron Johnson and Nazko Joe. They brought home the trophy. Other contest winners were: Men's closest to pin... Ron Johnson, Men's longest drive...Nazko Joe, Men's longest Putt...Todd Hubner, Ladie's closest to pin...Betty McCaw, Ladie's longest drive...Michelle Schilling, Ladie's longest Putt... Trish Mazuch. Also bringing home some cash was Ron Johnson. Ron won the putt for cash contest, not just with any old putter. Thanks to those who attended this year's tournament. Stay tuned for next year's tournament details. All MoT staff are welcome.



2007 Golf Tourney Winners: Nazko Joe, Karen Jeff, Ron Johnson & Bill Pattyson

204th Street Overpass Project

The 204th Street Overpass project was featured in the July/August 2007 edition of the Journal of the Association of Professional Engineers and Geoscientists of BC as a highlight project that showcased BC based engineering and geoscience achievements around the world over the past year.

Designer: Hatch Mott Macdonald
DB Contractor: Langley Road and Bridge, a joint venture of BA Blacktop and Vancouver Pile Driving

Aerial view of 204th Street Overpass

The Changing Face of Field Services

Submitted by Raj Gill
Quality Management Assistant,
Provincial Field Services

Welcome back to Mike Castrucow who has rejoined us as an Engineering Assistant alongside Randy Pollock and Harland Levesque.

Dylan Lee, Steve McCuaig, Tyler Thompson, and Inderjit Tung have joined as Engineering Assistants through the Technical Entry Level Program.

Len Folkard, Nikki Haynes, Umar Khattak, Glenn Sketchley, and John van der Holt have all secured permanent Field Services Aide positions.

Shawn Makeiv and Adam McCaw have accepted auxiliary Field Services Aides positions.

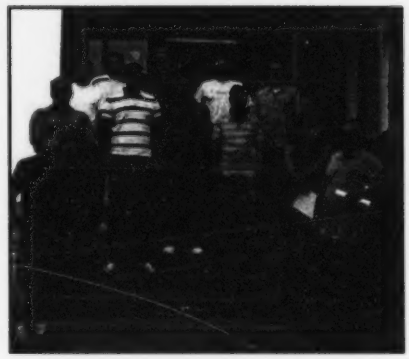
Thank you to Aaron Seilis, Damon Gosper, and Derek Wilson for spending their summer with us and good luck in your studies.

Wishing a speedy recovery to Mike Castrucow, Ken Cullen, Glenn Hoffman, and Greg Loewen.

Don Shaw has a new role as Regional Manager, Engineering Branch.

John Mackay has joined the Nanaimo District Office as a District Technician, and Brad Hogg has accepted the position of Assistant Gravel Manager and Jason Jackson is the new Manager, Surfacing Operations.

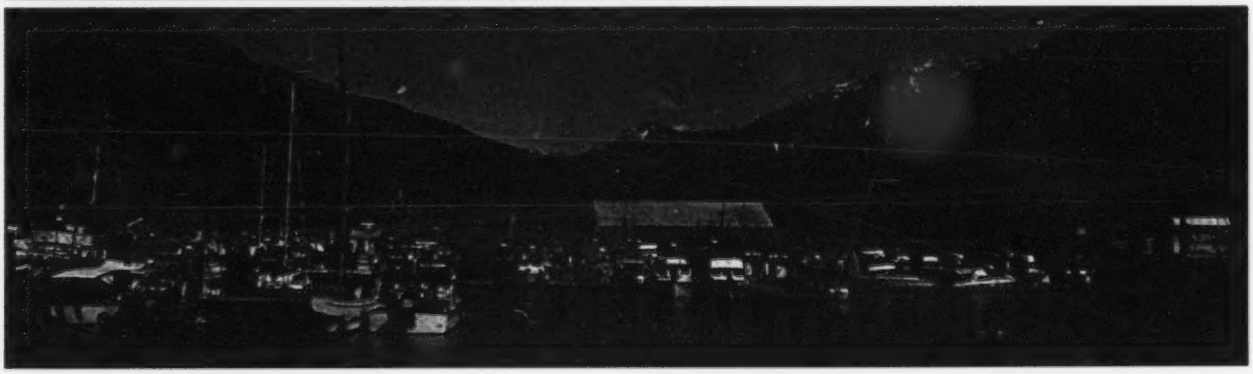
John McKenzie has permanently won the Regional Project Manager position in Burnaby. Pat Taylor has left the Ministry to pursue other interests.



From left to right: Aaron Seilis, Adam McCaw, Inderjit Tung, Tyler Thompson, Glenn Sketchley, Shawn Makeiv, Dylan Lee, John van der Holt, Umar Khattak, Steve McCuaig, Nikki Haynes, and Randy Pollock.

Alan Schmidt has joined the SIR Operations Branch as the Pavement Marking Coordinator.

Congratulations and good luck to all of you!



Bella Coola: A beautiful view of the commercial fishing docks. Photo submitted by Beverly van Druten-Blais.

You Do Great Things!

Submitted by Shanna Mason, Director, Field Services

The management team of Provincial Field Services would like to say thank-you to all Ministry staff for your efforts over this past construction season. And, for all you are still doing.

This has been a busy year for project delivery. We have faced a large number of floods and wash-outs throughout BC, ever escalating construction costs, a shifting project program and many staffing changes. Without the dedication and support of all our staff in MoT, we could not have made the 2007 construction season as successful as it was.

To all the folks in the field, dealing with these challenges everyday – we thank you. You're expertise and dedication continues to impress and inspire me.

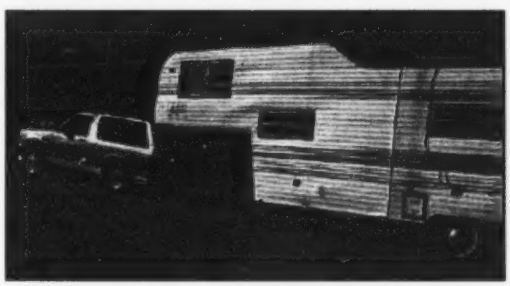
To all the folks that help support Field Services – from those who work to improve and interpret policy, planning and property acquisition, project management, engineering, district ops, CVSE, human resources, finance and contracts and administrative support - thank you as well. We couldn't build roads and rehab pavement if we didn't have the support of each and everyone of you!

You can all take pride in saying "I had a role in building that!" the next time you pass through any of the many projects MoT delivers.

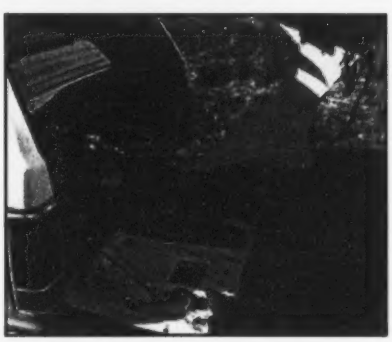
Many, many thanks!

You Never Know What You're Going to See...

Submitted by Annette Estey CVSE



Towing 101...This lesson is on how not to do things. I'd love to see how the trip ended up but I feel confident he ended up in a ravine somewhere wondering why bad things seems to always happen to him.



He's hooked up and ready to fly! It's amazing how the extra weight really smoothed out the ride in the truck. He did have to air up the rear tires a bit (around 160 psi). He added some heavy-duty chain for extra support on the tailgate (note that he used the "Heavy-Duty 'S' hooks to attach the chain) He also paid-up for some BIG 5/16 sheet metal screws to attach the frame to the tailgate. Yeah, he knows it's overkill, but he didn't want the possibility of having an accident. Much of his time was spent on his front porch whittling down that massive 4x4 board to fit precisely into the ball mount receiver. Also note that he used a 14" piece of 1x4 to help distribute the load more evenly – "You can't be too safe, you know!" It cost a little more, but you just can't be too safe when pulling a trailer of this magnitude!

Image Gallery

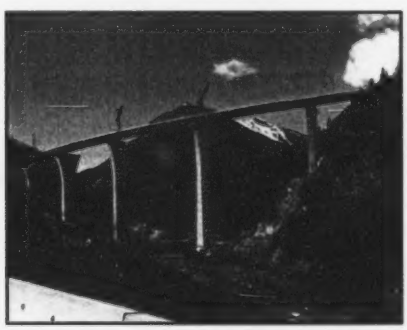
All aboard! The image gallery has taken off and you don't have to be a star to ride this train!

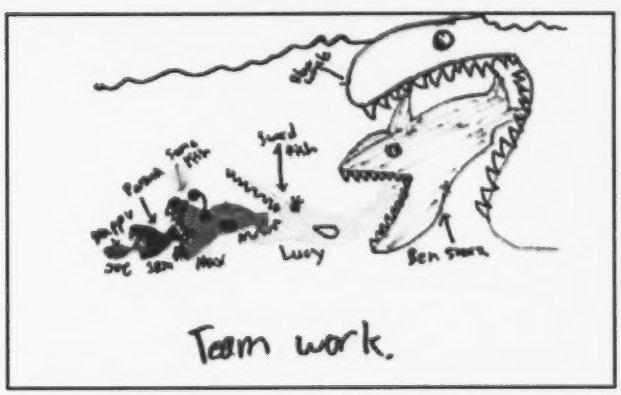
Two years and eight thousand images later the Image Gallery is a showcase for talented photographers from Vancouver Island to the Peace District.

The Gallery has a myriad of uses including archives and annual reports, planning and presentations, litigation and recreation, just to name a few. Images are comprised of photos, videos and PowerPoint presentations covering everything from bridges and bears to trains and traffic.

This article is intended as a tribute to the quality and variety of contributions made by MoT staff recording B.C. transportation trials and triumphs for posterity.

The pictures speak for themselves and they say thank-you!





Teamwork...Drawing by Kristen Unrau, age 9, daughter of Les Unrau, Supervisor Laidlaw Inspection Station.

Inukshuk found on the shoreline of Shuswap Lake. Photo submitted by Grant Lachmuth.

Work Life Balance in Thompson Nicola District

Submitted by Harvey Nelson, Operations Manager

The following article is a work life balance example from the Thompson Nicola District staff who received an interesting invitation from David Nadin, Clearwater Area Manager, to come up to the Clearwater area to review the recent "improvements" in his area and to assist him with some particular issues he was up against prior to him leaving the area to come back and work out of the Kamloops office. He identified these issues in his invitation as follows:

Before I leave Clearwater at the end of the month I was hoping you could all help me tie up some loose ends. I am having a work "B" on Friday June 22 @ 11 am.

I have identified the following deficiencies in the area that need attention.

Got to check out the road alignment at the Old
North Thompson/Hwy 5
intersection.

Over lays at the intersection should be assessed

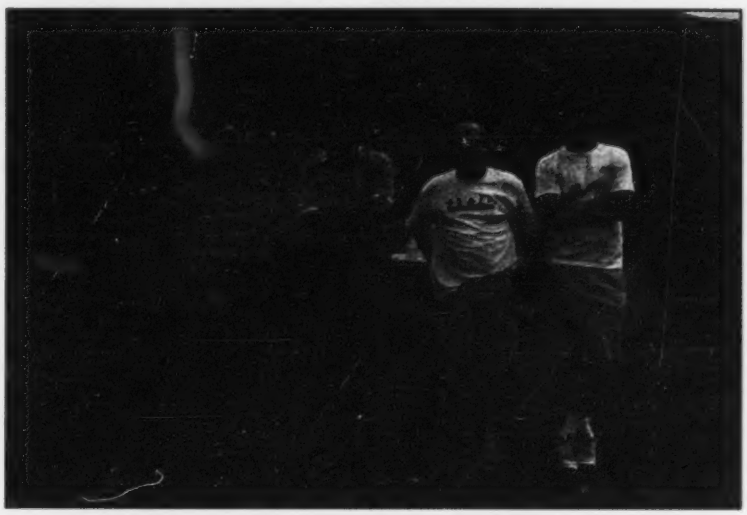
Lower elevation areas should have a flood
assessment

Forested areas along road need a hazard tree assessment

For those able to come up I have arranged a complimentary tour of 9 pot holes that have surfaced in the area.

Coincidentally the areas in question are all located in the vicinity of the Lacarya Golf Course. I know everybody is busy but if we can all chip in, we can complete the job in a couple of hours.

A group of four from the Kamloops District office were able to rearrange their schedules and assist David with his challenges.



From left to right: Harvey Nelson, Bill Glen, Dave Nadin, and Kelly Northcott.

We chipped, chopped, hacked, and all nine holes were filled...eventually...and compacted with around 90dt compression...golf balls.

A great time and a relaxing interlude from our busy schedules was enjoyed by the entire group including Dave Nadin, Area Mgr; Bill Glen, Bridge Area Mgr; Joanne Harder, District Clerk; Kelly Northcott, Area Mgr.; and I.

Check out the Public Service Community website at:
https://gww.gov.bc.ca

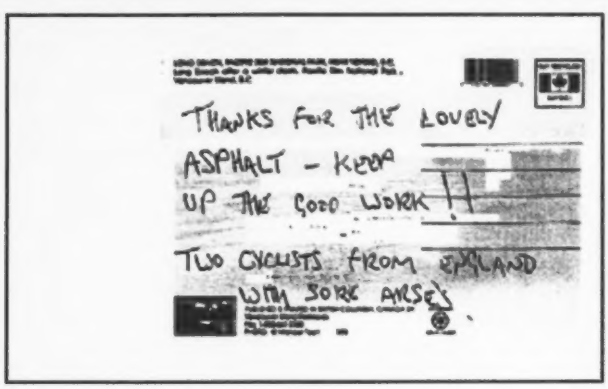
Wasn't That a Party!

Submitted by Ed Wnuk, Highway Design Technician

Joe and Esther Valentinuzzi hosted an outstanding barbecue and Annual General Meeting for the Highway Engineering group last July. Staff and family from Nelson and Kamloops gathered in Joe's back yard and enjoyed gracious hospitality and an excellent meal with a hint of Italian. Joe's entire staff found their way to his home in Kamloops with the exception of Ross Ford who was away on vacation. Needless to say the staff meeting went very smoothly too.

In addition to the regular barbecue fare we were treated to a variety of appetizers including baked salmon. Joe had a very successful fishing trip to Prince Rupert earlier in the summer and shared some of the catch.

Mike Brugger displayed a talent well beyond his aptitude for design and survey as he flipped burgers to suit individual taste.



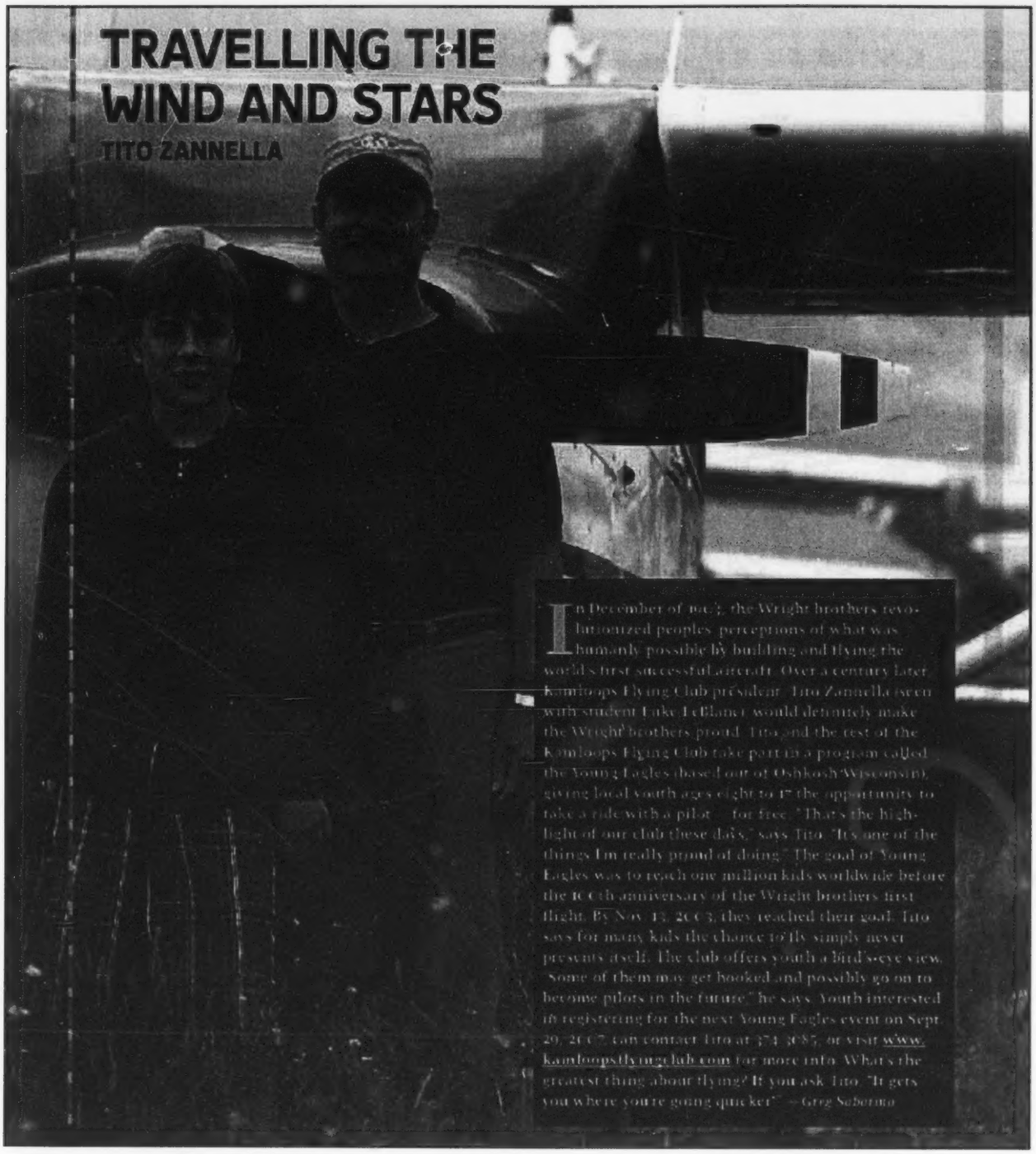
Postcard from the Road

This postcard was found attached to a roller when the crew showed up to start work on Highway 18.

Share your MoT Photos!

www.th.gov.bc.ca/ImageGallery/home.aspx

Tito Zannela in Thompson Life Magazine


TRAVELLING THE WIND AND STARS
TITO ZANNELLA
In December of 1903, the Wright brothers revolutionized peoples' perceptions of what was humanly possible by building and flying the world's first successful aircraft. Over a century later, Kamloops Flying Club president Tito Zannella (seen with student Luke LeBlanc) would definitely make the Wright brothers proud. Tito and the rest of the Kamloops Flying Club take part in a program called the Young Eagles (based out of Oshkosh Wisconsin), giving local youth ages eight to 17 the opportunity to take a ride with a pilot — for free. "That's the highlight of our club these days," says Tito. "It's one of the things I'm really proud of doing." The goal of Young Eagles was to reach one million kids worldwide before the 100th anniversary of the Wright brothers first flight. By Nov. 13, 2003, they reached their goal. Tito says for many kids the chance to fly simply never presents itself. The club offers youth a 'bird's-eye view. "Some of them may get hooked and possibly go on to become pilots in the future," he says. Youth interested in registering for the next Young Eagles event on Sept. 29, 2007, can contact Tito at 374-3085, or visit www.kamloopsflyingclub.com for more info. What's the greatest thing about flying? If you ask Tito, "It gets you where you're going quicker." — Greg Suberma

A photo of an article from Thompson Life Magazine featuring Tito Zannela, CVSE Manager in Kamloops.

Wargo's Warriors Run Again!

Submitted by Jason Wood
Manager, Radio and Electronics

About 16 months ago, Marilyn Wargo, HR Director, was given the devastating news that after a 13-year hiatus, her cancer had returned. She immediately knew what this meant... A long road ahead with more tests, surgery, chemotherapy, radiation, and then more tests.

A Note from Marilyn: I want to send my love and heartfelt thanks to everyone who supported me and the Run for the Cure. I would especially like to thank Jason Wood for all of his efforts leading the Wargo's Warriors team...it is because of Jason that we were so successful. Thanks again everyone!

Marilyn has always been a wonderful friend and co-worker to me. In fact, she even hired me as an EIT back in 1995. Over the past 12 years, I have always been amazed how she can be so professional and yet fun around the office. Marilyn has the unique ability to be able to deliver the tough news and the hard facts, and yet still be compassionate. It is clear the she loves the work she does at MoT and that she has tremendous admiration for all the people in our organization. She is the unofficial mentor for so many of us in the Ministry. So in support of Marilyn I decided to repeat my role as team captain for Wargo's Warriors for the CIBC Run for the Cure.

This year the run was on September 30th and the weather in Victoria was cold and wet. Nonetheless, 45 MoT employees, family and friends had registered for the annual run in support of Marilyn.

We all huddled around hoping the run would start soon so we could warm up. As I was waiting, I remember looking around and thinking how wonderful it was that Marilyn made it out for the walk. I was also impressed at the variety of ways that people were supporting the run. A number of us had worked with Marilyn over the last several years so we had good reason to be there. There was a fourth grade friend of Marilyn's that made the trip down from Nanaimo. Jack Stuempel, recovering from re-

continued on **page 42**

Wargo's Warriors (continued)

cent knee surgery, got clearance from his doctor to walk the route. Julie Lawrence and Jennifer Melles, both recent hires, came out because they know how important the run is. Rodney Chapman sponsored every employee of his branch that registered in the run. Nancy Merston raised incredible amounts of money, and the list goes on and on. Everyone contributed in one way or another to supporting Marilyn and this very important cause.

One of the nice things about the Run for the Cure is that everyone can do it at their own pace. You can run or walk the course or you can even walk a shortened one km route. In the Wargo's Warriors group, some people took off like rabbits at the start (Lucas Bremski, EIT) and never looked back, while others held back and walked the route. Many of us were somewhere in between doing a walk/run mix. Although the weather could have been better, it only dampened the team shirts and not our spirits. When all was said and done, the team had raised over $3,700 for breast cancer research.

I want to thank all the members of the Wargo's Warriors, both this year and last, as well as the many MoT employees throughout the Province that donated to the run or participated in one of their local runs. Over the two years that Wargo's Warriors has run, over $10,000 has been raised. As proof that research is making progress, Marilyn returned to work on October 1st. Welcome Back Marilyn!

A Healthy Balance Between Work and Recreation

Submitted by Faisal M. Siddiqui, EIT

It is with great pleasure that I have the opportunity to introduce The Transporters. Although it's been only four months since I joined the Ministry, each day is full of excitement and learning new things.

We play a lot of soccer here in Kamloops, and not only that – our team even has a name, the Transporters. The idea behind this integration of work and recreation is to enable the employees to have fun outside their work environment and become closer to their co-workers.

In today's world, finding an appropriate work-life balance is not a simple task. Spending more time at work than at home and missing out on rewarding personal experiences is, unfortunately, all too common. To take better control of this issue, we must learn to appropriately balance our work with our personal time.

Our first soccer match against the Ministry of Forestry was held at the end of last month, and we are looking forward to playing against many more teams. If any of you readers has an interest in soccer and would like to make up a team, we would like to hear from you. The idea is simply to keep fit and enjoy our time together. At present, we have enough people to make up a team in our office. However, other regions and districts are encouraged to form their own teams and challenge others. For further information about games and locations, please contact Mike Pearson at **(250) 319-8855**.

MoT RECOGNITION & AWARD PROGRAMS
for more info visit:
http://gww.th.gov.bc.ca/gwwhr/Content/Home/ERP/erp.asp

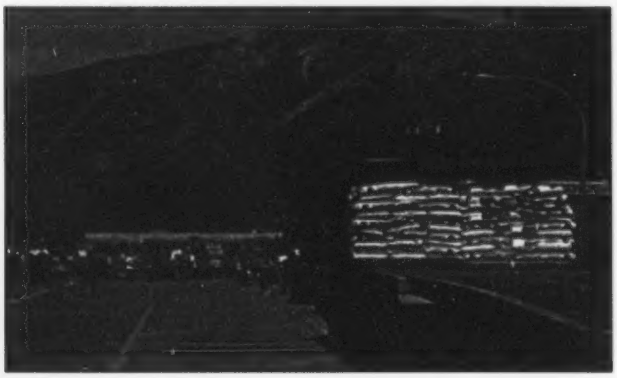
Lytton Blockade

Submitted by Mike Lorimer & Julian Malinsky, Thompson Nicola District

Blockade on Trans Canada Highway

Lytton area First Nations blockaded the Trans Canada Highway at the South end of Lytton for two hours on a very hot summer day. The blockade was in protest to the service reduction of the Lytton Reaction Ferry occurred due to the Maintenance Contractor's labour dispute. MoT stepped in to resolve the blockade/dispute, by collaboratively working with all the stakeholders, i.e. First Nations, Lytton Community, CN/CPR, VSA Highway Maintenance Ltd., to effectively resolve the residents' transportation issues resulting from the reduced ferry service.

The MoT team, diligently handled the situation, over the month following the blockade, restoring full ferry service.



MoT assisted residents with contracted shuttle service on either side of the Fraser River and provided aid to pedestrians crossing a designated walkway on the 1,200 foot CN Railway Bridge.

Kevin Richter & Sherry Eland, extend their sincere gratitude and thanks to ALL the staff that assisted with this challenging situation. Key members include staff from the Thompson Nicola District, Southern Interior Region, HQ, PHCC, neighbouring Districts, and VSA Management. Kevin notes that Brent McDonald, Jurgen Lutter, Mike Lorimer, Harvey Nelson, Dave Schleppe, Darren Lincoln, Six Rest Area Ranger Students, Steve Husband, Dan Cumming and others, played a key role in assisting the First Nations Community and developing the trust/good will that was critical in attaining the successful resolution. Special thanks to Terry Christensen and Dan Palesch for all the service monitoring on the ferry operation.

Kevin Richter acknowledged the Rest Area Ranger Students with MoT Lytton Team 2007 sweatshirts for their contribution to the Lytton Blockade resolution.

Retirements

Bob Hall

Bob Hall has retired from MOT after 35 years of dedicated service. Sixty plus staff and friends enjoyed a farewell retirement dinner party for Bob Hall on May 25, 2007. He was presented with an Iceberg plaque, scroll, fishing gear, fishing float tube, fishing vest, memorable photos and displays, etc.

Bob & Jeanne's two sons, daughter and husband also attended the event. Bob was hired on June 1, 1972, as an Engineer Assistant for Design and Survey in the North Vancouver District. On Oct. 1974, he became the Design Team Leader, Tech. 1 in North Vancouver. In June 1990, he was appointed as Regional Design Supervisor, Tech. 3 for the South Coast Region and appointed as District Technician for the Courtenay Area office effective Nov. 1990.

Bob especially enjoyed being reacquainted with his buddies from the Design & Survey section where he spent approximately 20 years of his employment. Bob's knowledge and expertise as District Technician in the Courtenay Area office, as well as his good nature and sense of humour will be greatly missed by all those that worked with him. Our sincere best wishes go out to Bob and his wife Jeanne for a long and happy retirement.

Sincerely from all your friends and co-workers...and you never know where the Courtenay staff may appear to do their inspections!

Rick Thompson

On August 30, 2007, the Ministry said farewell to a true gentleman, Captain Rick Thomson. Rick's career in the Ministry was dedicated to the Marine Branch. Starting as a deckhand at the Kootenay Lake operation, he began the journey through the Transport Canada training to receive the certification required for a Captain. Spending time in the Kootenays, Arrow Lakes and Francois Lake in the Northern Region, Rick was able to share his extensive knowledge of the Ministry's ferry operations with anyone who had a question.

In 2004, Rick and his wife Dale moved to Victoria, where they discovered the joy of being able to cycle in the winter and garden for 8 months of the year!

At his well attended retirement celebration Rick received several tributes, including a picture of the four Ministry vessels he had operated: MV Balfour, MV Galena, MV Anscomb and the MV Omineca Princess.

Rick's starting his retirement in Vanderhoof where Dale is teaching for a final year before she joins the retired club. Their future plans include spending time with family, and cycling the Trans Canada trail. Rick was an excellent teacher and ambassador for the Marine Branch. We wish him all the best and hope to see him at the helm of a ferry in the near future.

Staff Roundup

Headquarters

Yongmei Chen is back in the Properties and Business Management Branch as the Business Management Coordinator.

Elaine Galbraith is the successful applicant of the competition for the temporary assignment for Manager, Service Planning.

Cathy Stone is the successful applicant for the TA competition, Manager, Financial Systems.

Vicki Willow is A/Senior Manager, Corporate Procurement & Risk Mgmt.

Mike Boissenneault is the Manager, Snow Avalanche & Weather Programs.,

Greg Matisz is a/Manager, Corporate Contracting.

Pam Merkley is the new Manager, HR Planning and Development, Natural Resource Sector

Trish Sterloff is the successful candidate for the competition for Senior Manager, Business Management, Properties and Business Management Branch.

Nathan Popp is the new Manager, Business Services, Properties and Business Management Branch.

Betty Ann Rankin is the new Manager Payment Services, Finance and Management Services Department.

Susan Nagy is the successful candidate of the FO18 competition in the Finance and Management Services Department.

Vicki Parker is the Senior Procurement and Risk Officer.

Robyn Cooper is the new Senior First Nations Coordinator in the Properties and Business Management Branch.

Chris Ralph is the new Manager, Client Services in the Information Management Branch.

Dave Duncan won the competition for the Project Director, Climate Action Program.

Linda Sayers returned to her previous position as Executive Assistant, Properties and Business Management Branch.

Jim Hester is the successful candidate as Director, Transit.

Grant Lachmuth has accepted the newly created position of Director-Strategic Initiatives.

South Coast Region

Jack Bennetto, District Manager, Transportation, Rocky Mountain, has accepted a three-month secondment as the District Manager, Transportation, Lower Mainland.

Perry Dennis will be taking a three-month assignment with Commercial Vehicle and Safety Enforcement.

Max Walker is the successful candidate for Area Manager, Courtenay, Vancouver Island District.

Kurt Edmunds is the successful applicant for the position of Operations Manager in the Lower Mainland District.

Southern Interior Region

Paul Riegert is the successful candidate for the position of the Paving Program Technician for the Southern Interior Region.

Sandra Griffiths is the successful applicant for Carrier Safetyan joins the Cariboo District team in Williams' Lake.

Dave Prehara is the successful candidate as the Operations Technician for the Southern Interior Region.

Jason Jackson is the successful applicant as the Manager Surfacing Program for the Southern Interior Region.

Andrew Whale, Manager, Integrated Land Management Bureau has accepted a secondment for three months as District Manager with the Ministry of Transportation, Rocky Mountain District in Cranbrook.

John Dowler is on a Temporary Appointment as the A/District Manager Transportation in Nelson.

Staff Roundup (continued)

Carolyn Turcotte is working with Panning Section of Programming and Partnerships located in the Regional office in Kamloops as an Engineer-in-Training.

Dave Shibata and Kathy Strobbe are successful candidates as Project Manager Techs in Kamloops.

Alan Schmidt is the successful applicant as the Pavement Marking Coordinator for the Southern Interior Region.

Northern Region

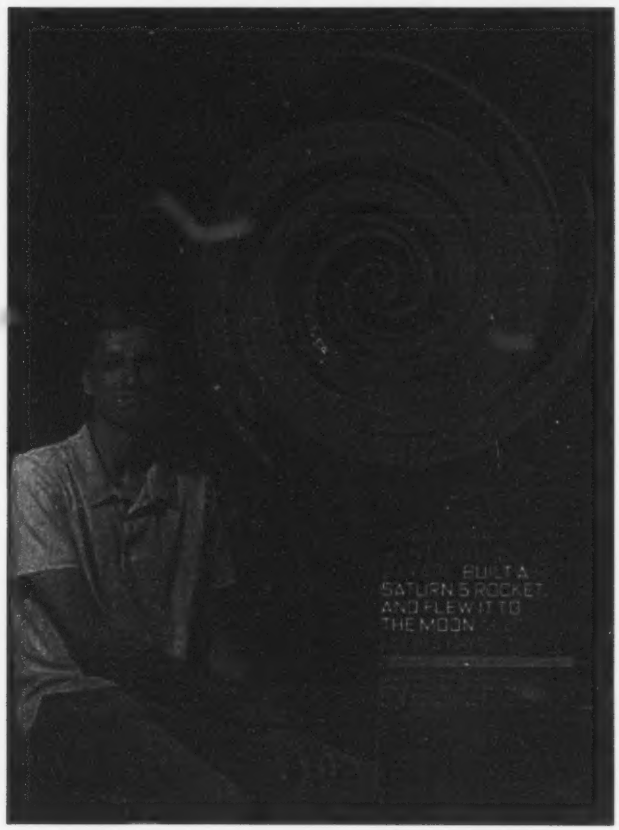
Brian Taylor is the successful candidate for the Bridge Area Manager position in the Fort George District.

Reid Drummond is the successful applicant for Senior Project Manager, located in Fort St. John.

Helen Evans is taking on a Temporary assignment as Senior PM in Prince George.
Terry Morris is the successful candidate for the Provincial Permit Centre Manager in Dawson Creek.

Ministry Ex-Co-op Rates Among Top 10 Geniuses

Submitted by Ivana Mazuch, Business Analyst



Frans Pretorius, a past MoT co-op student (1993 to 1995), has been recognized by Popular Science Magazine (Nov 2007) as one of the Top 10 Geniuses in the US, based on his Astrophysics work studying the collisions of Black Holes (see article or link below).

During his three work terms as a University of Victoria Engineering student with the Ministry, he contributed to the development of the Bridge Management Information System. Working with bridge engineers, such as Ron Lowther, Ron Lyall, Peter Brett, Allan Galambos, and many of the Bridge Area Managers, such as Dan Keeler, Rod Mochizuki, and Jurgen Lutter, he developed the Bridge Assessment Rating, Bridge Condition Rating, and graphical representation of historical condition data modules.

Thank you to all the Bridge staff who have worked (and continue to work) with all our Co-op students and provide them with the opportunity to grow, learn, build confidence, and move on with their new experience.

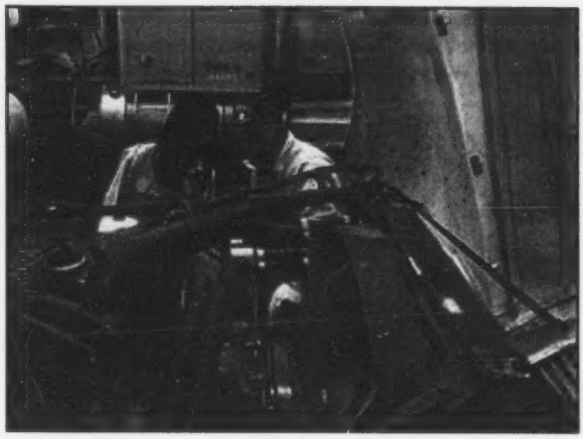
It is exciting to witness Frans' rise to excellence and begs the question:

What will become of our other co-op students: past, present and future?

See more at www.popsci.com/popsci/science/8986e1bddf565110vgnvcm1000004eecbccdrcrd/4.html

Road Check at the Hunter Creek Inspection Station

Submitted by Neetu Bhatti, TELP



On June 6, 2007, I had the opportunity to attend the 72 Hour Road Check at the Hunter Creek Inspection Station near Hope. This random commercial vehicle inspection was one of two in the province and is conducted once a year nationally. As a new employee in the Lower Mainland District, I was surprised by the various stakeholders who were present; Industry Canada, Transport Canada, Ministry of Agriculture and Small Business, RCMP, Delta Police, Vancouver Police, Greater Vancouver Transportation Authority Police Service and of course CVSE Inspectors from around the Province.

Having no prior knowledge of the mechanics involved in the operation of a truck tractor and semi trailer a crash course of CVSE 101 was eye opening! With so many different components, I realized quickly that our CVSE counterparts have a knack for paying close attention to detail and keeping the roads safer with their thorough evaluations and assessments. Ken Usipiuk, Emissions Enforcement Officer of the South Coast Region, gave me a tour of his portable work station and also of the routine which he follows when conducting an inspection of a commercial vehicle. Step 1: Greet the driver...right Ken!

Happy Feet: A Letter to Minister Falcon

A recent letter to the Minister:

Honourable Kevin Falcon,

I recently had the need to contact the Ministry of Transportation to report some required maintenance, flooding due to clogged drains on a pedestrian overpass that provides access to two major schools for students. While I initially got caught in the bureaucratic run around that we all know and experience, Dianne Friend, a supervisor at the Lower Mainland District was very helpful in getting it sorted out and having the maintenance completed. She kept me informed and followed it through.

I'm sure you are often inundated by complaints. I thought you would like a compliment on the quality of service one of the Ministries staff has provided to the public.

Thank you, and a couple of hundred kids with dry feet thank you.

Peter Lhotka

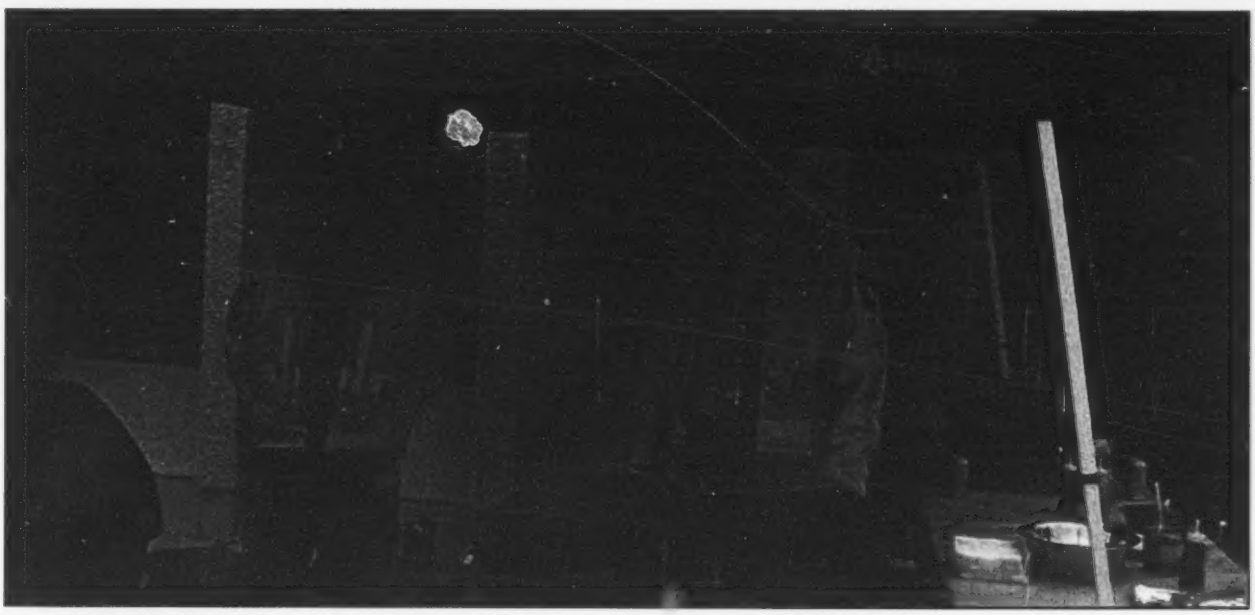
Seven Sisters Provincial Park and Seven Sisters Protected Area are named for the spectacular set of peaks visible from Highway 16 between Hazelton and Terrace. Photo submitted by Jane Hawksworth.

AF Bridge Visit

Submitted by Patrick Coates, TELP

On the morning of May 31st, 2007, I was invited by Carl Lutz, Bridge Area Manager in the Lower Mainland District Office to accompany him on a trip to inspect a newly installed safety line on the South Tower of the Alex Fraser Bridge. This was the first time I had ever been invited to venture inside a bridge structure in my two months since being recruited by MoT as a TELP in Development Approvals. I, Carl and three colleagues, Bill Crichton, Patrick Hill and Neetu Bhatti along with the installers met early that morning under the bridge deck in North Delta.

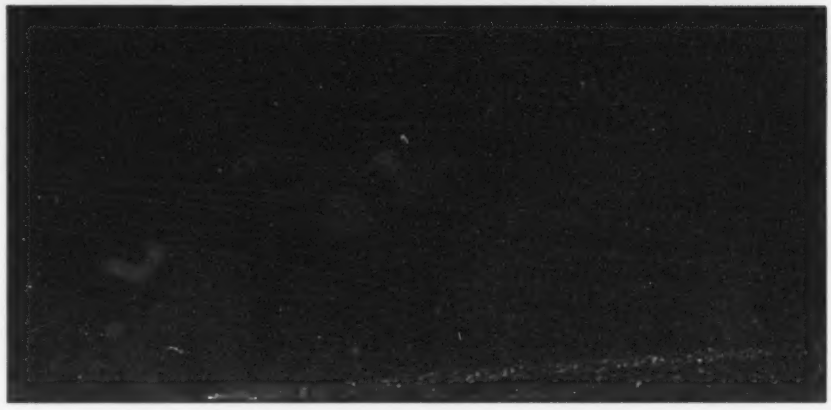
After putting on our safety gear, including full climbing harnesses, hardhats and safety vests our team made the hike up the bridge deck to the South Tower. Once inside we stood inside the shaft on a grated steel floor which allowed one to see quite a ways in either direction. I was surprised to see no stairs but rather a series of 20 ft. access ladders with adjoining steel safety cage ending in similar platforms all the way to the top. I felt like I was on a Mt. Everest climbing expedition as we scaled up the ladders. However, once we reached the large concrete girder which stretches over the highway, any fatigue was replaced with excitement at being able to first venture inside the concrete structure and then to walk out attached to the newly installed safety line and look down over traffic. I know now that it was something few people get to experience and from now on I can honestly say that I am not afraid of heights!



Happy BBQers at the PECSF BBQ held at the South Coast Region at the end of September.

You Know You're Way Up North When...

Submitted by Chris Charboneau
District Operations Technician



I've lived in the lower mainland for most of my life, except for the past few years which I spent in Kamloops finishing off my Business Administration degree. When I finished school, I was lucky enough to land a job with the Ministry of Transportation as a District Operations Technician out of Fort Saint John. I was very excited when I found out about the opportunity, but was not sure what to expect.

I had my first day on June 18th and was invited out to a job in Tumbler Ridge by a new co-worker Ken Nash. He wanted me to get a feel for what the district had to offer, and I was excited to get an opportunity to get to know the region so soon. The country up here is nothing like I'm used to, it's full of rolling hills, constant weather changes, and you can follow the sky line for miles. After a long drive we arrived at our destination, the Bull Moose gravel pit just outside Tumbler Ridge. We proceeded to take a few pictures of our salt sheds located on the grounds and then hopped back into the truck and headed for our next destination.

A few miles down the road we encountered a few unexpected visitors. A moose had wandered out of the spruce trees and onto the side of the road with its new born baby. Being from the coast I had not had the pleasure of such an encounter before. As we slowed the truck down in case they decided to cross the road, I rolled down my window hoping to get a closer look. As we approached, the new born became scared, dropped to the pavement, and the mother became a little protective to say the least. I quickly rolled up my window just before it was hit with a torrent of moose snot. She charged the truck and was trying to hit it with her hooves. We put the pedal to the metal in our dodge and tried to lose her but she managed to keep up for quite a while; trying to run us off the road the entire time.

After we gained a little steam and pulled away she retreated back to her youngster and the realization of where I'd be working for the next few years finally hit me. Leave it to a moose to make it all sink in. The days since have not been as eventful but I am enjoying my work, my new co-workers, and the area so the adjustment has been easy. I'm just awaiting my first winter in the northern part of the province. Now that may take some getting used to.

EAF Workload/Life Balance Team Reports on Successes

The EAF Manageable Workload Team, the Balancing Act, raised the profile of workload/life issues across the ministry. As a result of this awareness, the ministry's senior managers conducted workshops in January and February to determine what they could do to help alleviate heavy workloads and assist employees with striking a balance between their work and home lives.

The Balancing Act team is happy to share some success stories that are an outcome of those workshops. These examples may assist other business areas in creatively finding solutions to the workload/life problems experienced by their staff. And we look for additional feedback from other business units that have made improvements in this area.

In the Vancouver Island District's Courtenay office, a District Clerk expressed an interest in learning more about the District Development Technician position. When one Development Approval Technician planned an extended vacation to Mexico, he provided the District Clerk with some training so she could fill in for him while he was away. This positive situation gave the District Clerk an opportunity to obtain some experience in a field that she had expressed an interest in, and gave the DA Technician some relief with his workload by having someone else take care of things while he was away. It also relieved a second DA Technician from trying to cope with two workloads while his counterpart was on vacation. This worked out so well, that the District Clerk has had an opportunity to fill in for the DA Technicians on a few more occasions.

This same district planned for the retirement of staff members from the Nanaimo and Courtenay offices by arranging for the new staff filling the positions to start 1-4 months earlier than the incumbent's retirement date. This transitional period allowed the retiring employees to pass on issues and local knowledge to the new people stepping into the positions. This made it easier for the new staff, and passed on important information and knowledge that may have been lost otherwise.

Within the newly amalgamated Information Management Branch, formed by a union of the Information Systems Branch (ISB) and the Information Privacy and Records Branch (IPR), several months of hard work recruiting new employees has paid off with 12 new employees hired. In addition, several existing staff successfully won competitions for new positions within the branch. The influx of new staff is having a positive effect in several areas:

- increased energy level within the branch
- new ideas
- alleviation of workload
- long term benefit of succession planning
- opportunities for experienced staff to mentor new employees
- opportunities to question/validate the "way things have always been done" and to make changes/improvements.

Area managers in the West Kootenay District realized that alleviating the work load does not mean taking it from one pile and putting it into another. In the past, ministry staff did their best to cover for an employee on vacation. It felt good to leave for five weeks and return to an in-basket that is manageable. But at what cost was this being done?

The usual plan for area managers taking holidays was to have their equivalent in a different geographical area "cover" them. This created a work load nightmare for many area managers. In area manager conferences, employee engagement surveys and area manager surveys, workload is cited as a huge issue, mostly due to the large geographical areas covered. When asked to look after another area as well as one's own, this gets to be an overwhelming and sometimes impossible situation.

The West Kootenay District adopted the "As and When contracts for Area Managers" from the East Kootenays. These contracts provide a consultant to cover for area managers absent due to sickness, temporary opportunities

continued on **page 51**

EAF Workload/Life Balance Team (continued)

in other positions, or vacation. Contractor lists consist of past ministry employees who have either retired or who have entered the private world of consulting.

The "As and When contract for Area Managers" allows area managers to feel good about taking earned time off and allows them to enjoy a break without thinking about their emails building up while their in-basket grows by the day. It allows a District Manager to feel comfortable that while the area manager is away, the roads are still being looked after, customers are dealt with and issues are not built up until the area manager returns. Previously, many employees felt more stressed when returning from vacation than when they left, due to the overwhelming workload waiting for their return. With a contractor filling in, work is being done - and not at the expense of another employee already reaching capacity with his/her daily workload.

At headquarters, the Claims Section of the Construction and Maintenance Branch opted for telework arrangements for staff to address the work/life balance issue. With some staff having young children at home and long commutes to work, Manager Mark DeVoss determined to let his unit give telework a try. Staff have access to all their files from home and use email as the first line of communication. In addition to a 20% increase in productivity, the unit sees the following benefits by having the ability to work from outside the office:

- an improved work/life balance
- the enabling of a part of their Business Continuity Plan
- retention of expertise and staff who might otherwise have left the ministry
- an opportunity for employees to take ownership of their part of the business and increased their pride in what they do
- a reduction of greenhouse gas emissions on days they work from home
- happier employees.

These success stories attest to the fact a little planning and creativity can help staff maintain a balance in their work and home life. Each business unit will have its own set of workload issues, but there may be some solutions that can be "borrowed" from other areas across the ministry. Please contact any member of the Manageable Workload Team if you have a success story to share from your business unit.

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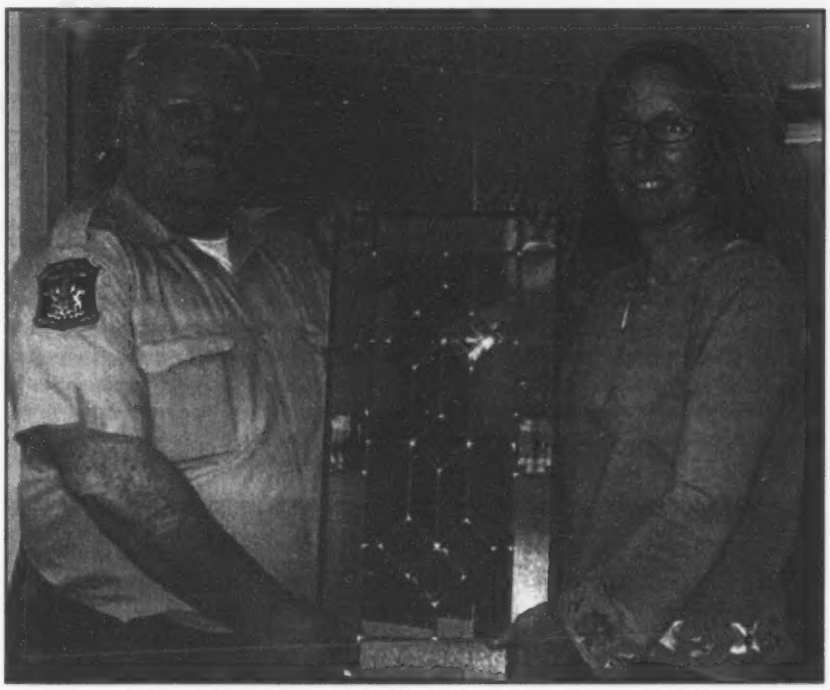
www.th.gov.bc.ca/publications



Transaction Award winner Julie Martin from the Gateway office receives a beautiful stained glass art piece made by Jay Northcott.

Peace District Golf Tournament

The Peace District had their 2nd Annual Golf Tournament at Farmington Fairways on September 23, 2007. It was a cold day in the Peace area, but weather does not stop the Peace District from having a good time. People from the Fort George District and the Northern Regional Office attended our golf tournament and ended up having the only and best team costume.

Darren Anderson

Dawn Braithwaite

The Prince George Gang

Dear Deer!

Submitted by Ron Wiebe
Project Information Officer

On a recent road trip into one of those less-populated areas of our Northern Region, I had a most unusual encounter with what one would ordinarily assume to be a wild animal.

It was a sunny August afternoon as I drove down the Morice-Owen Forest Service Road en route to Houston but still miles away from civilization. Up ahead, I could see a deer on the right-hand shoulder of the road. Knowing the unpredictability of these animals, I slowed down to a crawl so as not to injure it.

The animal maintained its position and allowed me to pull right up beside it. I opened the passenger side window, and darned if the young buck didn't stick his nose right in! So, of course, I began to talk to it. I soon realized the

absurdity of this one-sided conversation, but still, I bade adieu to my horned friend before continuing my journey.

continued on **page 53**

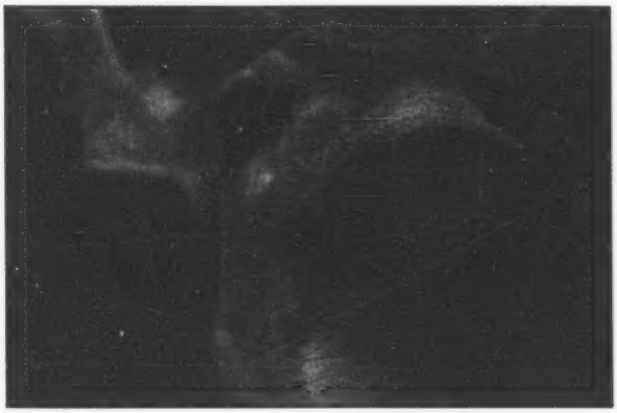
Dear Deer (continued)

I must have driven a couple of hundred metres when I looked in my rear-view mirror and did a double take! The young buck appeared to be galloping behind me! I had to satisfy my disbelief, so I stopped again. Sure enough, the deer ran right up to the driver's side of the vehicle, and with his tongue hanging out as he panted to catch his breath, I swear to God this animal gave me a look that said: "why did you leave me?"

Again, I opened my window to talk to it. It wasn't the least bit afraid. The velvet was just beginning to peel from his newly-developed antlers, and maybe that was driving him crazy, but other than that, the animal looked to be in good health. Knowing that wild animals don't usually fare well when imprinted to humans, I resisted the urge to pet it, although I'm positive he would have enjoyed that. Besides, this was such unusual behaviour, I didn't want to risk personal injury attempting to touch it.

I wanted to find out why this wild animal was acting in such an un-deer-like manner, but of course, he wasn't about to let on. Though he was definitely friendly, he wasn't much of a conversationalist, refusing to answer any of my questions! How rude!

Now, it really was time for me to get on with my day, but not as far as Bucky was concerned. Each time I moved, he moved. He actually stepped in front of the vehicle



Up close and personal with Bucky the Wonder Buck

to prevent my leaving! I called him back to the window, pointed into the woods and shouted: "doe!" When he turned to take a look, I sped off! Stupid ungulate!

Now, in the rear-view mirror I could see the deer still running after me and a little further behind that was a loaded logging truck bearing down on the both of us! I dreaded what might happen if that deer were to try to make friends with the truck, but fortunately I rounded a corner before I could see the outcome. I prefer to believe that Bucky will grow up to become a magnificent stag some day. Sure hope he doesn't hold a grudge!

Yukon Road Trip Adventures

At left is a photo of John Van Damme CSI/CVSE, John Warkentin (manager of Yukon Compliance) and John Lemoine CVSE/AVI working with Yukon Compliance at Watson Lake YT Scales on their invite. The Road trip was to check trucks at the BC/Yukon borders in July 2007. I think we used 2 cans of Deep Woods Off!

Career Tip

Brought to you by the Employee Advisory Forum Road to Opportunity Team (Holly Adems, Gurdeep Bhangu, Karen Brown, Sharon Cowden, Jackie Chambers, Trent Folk, Malcolm Makayev and Bob Petho)

Self-Mentoring

The Ministry has identified succession planning as a challenge, fortunately, there are many career advancement opportunities that exist within the Ministry. In order to take full advantage of the opportunities all someone needs is a little motivation. The same demographic which brings us the advancement opportunities can also provide us with years of experience and knowledge. Unfortunately, it is pretty difficult to cram a careers worth of knowledge into a few short years, so in order to take advantage while we can, it's important to understand the concept of self-mentoring.

Self-mentoring is "about developing the disposition of lifelong learning and self-transformation" (*Becoming a Self-Mentor.* Paula Jorde Bloom. The Director's Link– Winter 2007). The Ministry is more than willing to support individuals who are self-aware professionally, have goals, and who have a plan on how to achieve their goals. The Ministry even assists individuals develop these plans in the form of Employee Development and Performance Plans (EPDP).

The Employee Advisory Forum's Career Start Initiative website is another employee resource to help with the core development of a self-mentoring program. The site features links to career path development, self-assessment tools, EPDP training, as well as links to formal course work.

The career path development tool is a valuable asset; organization charts are incorporated into the application to give users a better feel for what positions exist within the Ministry, how these positions are structured and where they exist geographically. These charts also assist in determining the timing of vacancies within the organization, as each position is colour coded based on age and number of years service. With all that information, one can map their own desired moves within the organization.

Once an individual has a path or career goal identified, it is useful to conduct a self-evaluation. Determining your own strengths, weaknesses, opportunities, and threats is a very important step in the process. It would be a good idea to seek advice from supervisors, co-workers and subordinates to help determine your strengths and weaknesses. If you don't correctly identify these aspects, it will be difficult to identify what steps are required to achieve your goals.

An EPDP is the final step of developing the self-mentoring framework. Essentially it is a way to record your career goals and career development plan. The plan should build on strengths, improve weaknesses, take advantage of opportunities, and help mitigate threats. In discussion with your supervisor you can gain advice and support for career development.

Once the plan is in place there are a number of ways to execute your career path goal: talk with senior staff and develop informal mentoring if possible, speak to the individuals who occupy your desired position, search for formal coursework, read, and challenge yourself.

WANT TO RECOGNIZE SOMEONE FOR THEIR EFFORTS?
Checkout these websites:

http://gww.th.gov.bc.ca/gwwhr/Content/Home/ERP/erp.asp
http://www.bcpublicservice.ca/awards/saa/saa_index.htm
http://gww.th.gov.bc.ca/EAF/RecognizingEmployeesTeams_intra.asp

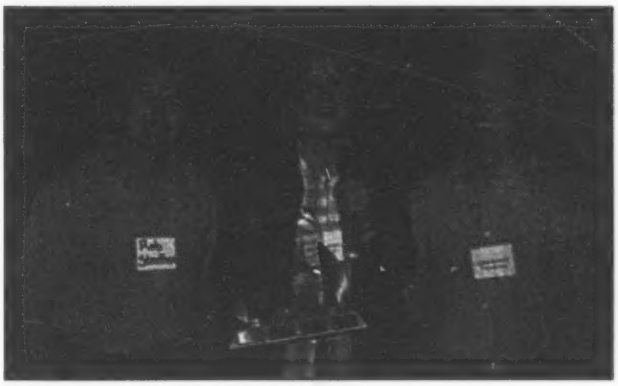
Northern Region Staff Meeting: Entertaining and Informative

Submitted by Ron Wiebe
Project Information Officer

Wow, what a fun and fruitful day it was at our second annual Northern Region Staff Meeting, September 13th at the Ramada Inn in Prince George!

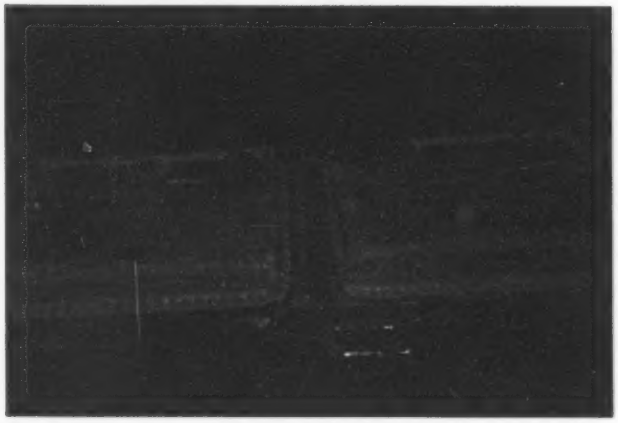
The theme of this year's meeting was "Go Green" – a very timely and important topic for everyone.

From our own staff, the group got some insight into the work of the highways department, an update from the Employee Advisory Forum, and the latest results of the 2007 Employee Environment Survey. Turns out, the Northern Region's string of victories continues as we easily outdistanced headquarters and the other two regions to capture the Road Rally Trophy once again! So far, we've never lost! Thanks to Steve Anderson and Brenda Jenke, we found out



At the Regional Team Meeting, Renee Mounteney, a member of the Walk the Talk team of the Employee Advisory Forum, presented the Road Rally Trophy for the greatest participation in the latest Employee Engagement Survey to Rob Struthers and Dave Duncan. Northern Region has retained the trophy from its inception.

what our government is doing to reduce greenhouse gas emissions and the "open microphone" segment provided staff with a forum to ask questions of our Regional Director. Guest speakers external to the ministry made the day even more meaningful.



In celebration of our latest victory for the greatest participation in the Employee Engagement Survey, Northern Region staffers were also awarded this yummy treat!

Dr. Lawrence Pitt, Research Coordinator for the University of Victoria's Institute for Integrated Energy Systems for example, enlightened us about transportation services in a carbon-constrained world.

Peter Norman is retired from the Faculty of Education at Simon Fraser University and is currently an Associate Faculty member at Royal Roads University in Executive Programs and the School for Environmental Studies. An accomplished keynote speaker, Peter gave a very inspiring presentation on creating change through leadership.

In keeping with the "Go Green" theme of this meeting, attendees received copies of the book titled, "Your Guide to the Most Environmentally Friendly Information, Products and Services in Canada – Ecoholic [when you're addicted to the planet]", a shopping bag made of recycled plastic and a copy of the Fraser Basin Council's report titled, "2006 State of the Fraser Basin Report – Sustainablility Snapshot - Inspiring Action 3".

Frank Craig, an archaeologist from Archer CRM Partnerships, presented the results of a fascinating

continued on **page 56**

Northern Region Staff Meeting: Entertaining and Informative

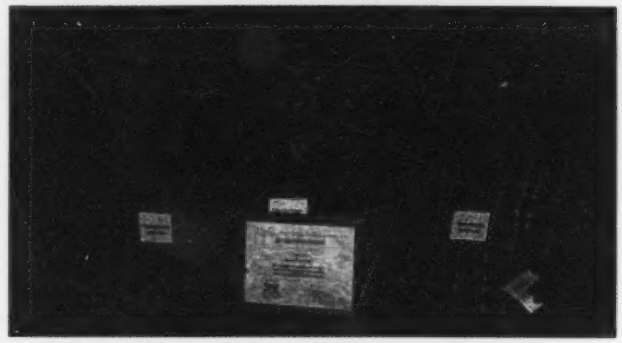
discovery that was made on the banks of the Fraser River at the site of the Simon Fraser Bridge twinning and Queensway interchange project. Highly significant artefacts dating back some 8-10,000 years were found in abundance there and have been sent to UNBC for further study.

Interspersed throughout the day were a number of video vignettes of Northern Region staff candidly discussing the work they do for the ministry and providing their colleagues with a bit of an insight into their personal lives. In some cases, on-camera staff opted for a less-serious approach, and in so doing, rejuvenated the crowd with laughter.

Thanks to the regimental precision of our MC and moderator Nini Long, the ambitious agenda was covered in its entirety and at a pace that ensured ongoing interest from the audience.

A short break to freshen up and our day-long event continued with a family barbecue and an evening of discovery at our local museum, Exploration Place. After a hearty meal, everyone was invited to tour the various exhibits and try out the many interactive displays.

All in all, the consensus opinion was that this was the best Northern Region staff meeting yet, thanks to the tireless efforts of a cast of organizers including Judy Gunderson, Debbie Koehl, Carla Cerina, Hilda McNeill, Kelcie Paterson, Jean Bergman and Greg Woollacott.



In appreciation of her stellar efforts in training some of the new staff for the Provincial Permit Centre in Dawson Creek, Kari Peterson received this Recognition Award from CVSE peers Howard Emslie, District CVSE Manager, Dawson Creek and Terry Morris, the Transition Project Manager. Thanks to Kari, the Provincial Permit Centre was up and running earlier than expected.

Kari's excellent efforts and valuable contributions as a former member of the CVSE crew at the Prince George south scale will be missed now that she's moved into the Fort George District office. As a parting memento, Senior Supervising Area Vehicle Inspector Terry Deacon awards Kari Peterson a framed permit signed by her CVSE colleagues.

The Road Runner is an employee newsletter and submissions are
ALWAYS WELCOME!
Please email your Word.doc (350 words maximum) and photo(s) to
RoadRunner@gov.bc.ca

Update From the Employee Advisory Forum (EAF)

The EAF has been quite busy since our last meeting in May with updating the EAF website, promoting several initiatives, such as Transaction BC and the Road Runner, to now being able to unpack the Work Environment Survey for work groups across the province. The six EAF working groups have also been busy with their set action plans:

Team Walk the Talk (Communications):

- Revised and updated the EAF PowerPoint Presentation, so members are able to keep employees aware of the work currently being done by the EAF.
- Currently working on marketing strategies for key communication techniques.

Team Excel (Leadership & Recognition):

- Added a recognition resource toolkit and library to the EAF website.
- Thank-you cards to managers signed by Team Excel or individuals and personalized where possible to acknowledge efforts in recognizing staff.
- Piloted a questionnaire to define what recognition means in the Ministry at the business unit level.

Team Momentum (Vision, Mission and Goals):

- Continue to brand and market the ministry vision, mission and goals via the distribution of products that market what the VMGs are. Products may include: stickers, letterhead templates, a PowerPoint template, intranet FrontPage footer, and correspondence materials.
- Prepare multiple versions of the MoT VMG screensaver that focus on various business units (i.e. CVSE, Gateway Program, Development Approvals, etc.)

Team Balancing Act (Manageable Work Load):

- Creation of some easy assistance tools, by means of one-page tip sheets for email and meeting management that can hopefully assist with managing a busy workload.
- For future consideration, creation/compilation of the various work options that could be available to ministry staff.
- Potential submission of this package of flexible work options to the Executive for their endorsement.

Team E3 (Executive / Employee Engagement):

- Identify the types of information employees indicated they want to hear (good news, the good work being done by staff, to be done in a timely manner such as update after Road Builders, UBCM, etc)
- Collect sample templates for Executive communiqués to staff
- Prepare template and confirm Executive is comfortable with format. If Executive is comfortable with the format, we will request they complete the templates and pass the completed versions to Communications Team.

Team Road to Opportunity (Career Development, Training & Safety)

Prepared by Holly Adems, EAF Career Team

On behalf of the EAF Career Team, success has been achieved in launching the training course entitled "Manager as Leader and Coach". This staff development program was achieved through key support of our ministry Executive, and great collaborative efforts between Human Resources, the EAF Committee & BCIT.

continued on **page 58**

Update From the Employee Advisory Forum (continued)

The BCIT facilitator was "On the Road in 2007" and training underway for ministry staff. Components of the course include common standards and progressive coaching principles, currently applied in governments and private industry.

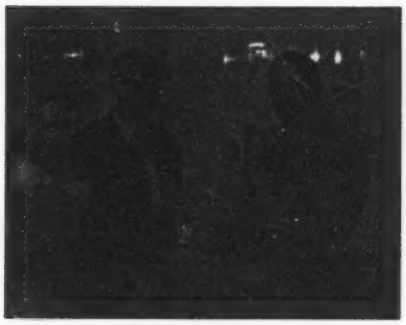
As of October, the course was conducted in Terrace, Fort St. John, Nelson, Prince George, Kelowna, Victoria and Kamloops. In November, the course will be offered in Burnaby, New Westminster and Nanaimo. Sessions are scheduled for completion by November 29, 2007.

Overall, the program has been well received by participants. A successful EAF initiative - kudos to all involved for superb cooperation within the ministry!

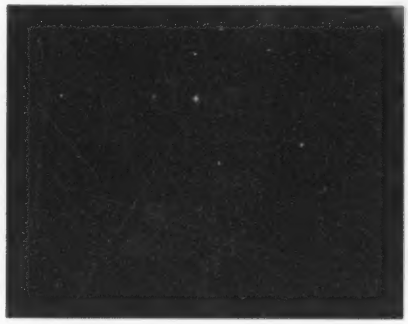
Recognition News

Long Service Awards

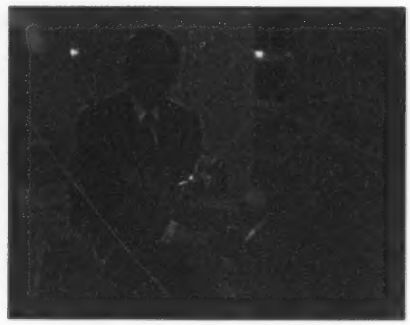
Tracy Cooper gave out a load of service pins in conjunction with Public Service week. Everyone had cake and it was a great time. Some folks had never received a service pin even though they had more than 25 years with the Ministry. It was a pleasure to give out pins for 5, 10, 15, 20 and 25 years all at the same time. People take great pride in their service with the Ministry and it was great to recognize their accomplishment.



Patrick Livolsi (right) presenting long service pin to Tracy Cooper (left): 30 Year Service Pin.



Tracy Cooper presenting pin to Sue Keldsen (right): 20 Year Service Pin.



Tracy Cooper presenting pin to Doreen Poirier (right): 15 Year Service Pin.

Check out the Public Service Community website at:
https://gww.gov.bc.ca

NO GUTS, NO GLORY!

WAY TO GO!

YOU'RE A STAR!

Coming soon...A Special Edition of the Road Runner...

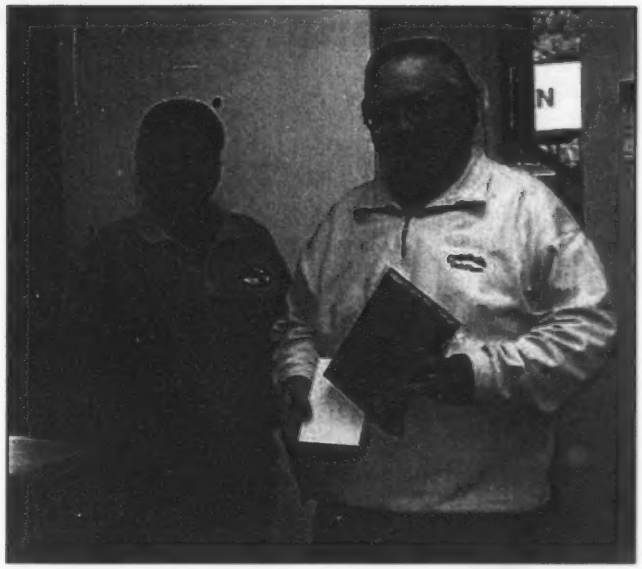
Sponsored by the EAF and Dedicated to

EMPLOYEE RECOGNITION

How do you give recognition, and how do you receive it? Read up on some current and cool routes for acknowledgement. Visit MoT achievers - past and present. Take in our Ministry's successes - in words and photos - from as far back as 70 years!

James Ferguson

As a public servant working for the Ministry of Transportation, how many members of the general public do you serve on a daily basis? If you're like James Ferguson, that number approaches 1,000 people a day! James is part of the team of 34 regular and auxiliary staff that greets members of the travelling public and brings in over $54 million annually in general revenue for the Province through the 24/7 operation of the Coquihalla Toll Plaza.



Gurdeep Bhangu, on behalf of the EAF, presenting James with his EAF Plaque.

Nestled high in the Cascade mountain range at an elevation of 1,200 metres, the Coquihalla Toll Plaza has been generating revenue for the Province for over 20 years since the highway opened in May 1986. This past spring, James Ferguson, a veteran Toll Clerk for just over three years, completed his term as a representative on the Ministry's Employee Advisory Forum (EAF). While James served as a member on the EAFs' Executive / Employee Team during his term, his contribution to overall workplace improvement at the Toll Plaza, through his networking with other EAF team members, has made a positive and invaluable contribution to the Coquihalla Toll Plaza workplace.

Thanks for a job well done James!

Recognition News (continued)

South Coast Region Celebrates Public Service Week

On June 29, 2007, South Coast Region celebrated Public Service week and the Truckers Appreciation with a Barbecue that took place at the Nordel Inspection Station in Delta. Minister Kevin Falcon attended as well as Paul Landry from the BC Trucking Association, Don McGill from the Teamsters, Brad Randall from the Operating Engineers and Dave Byng, Assistant Deputy Minister of the Highway Dept. Thanks to all the volunteers and the rain holding off – it was one terrific event!!

Dawn Major, Minister, and Nash Jamal (would you like cheese with that burger?).

ADM Dave Byng flips a mean burger.

Perry Dennis, District Manager, inviting a truck driver to lunch.

Dennis Crate

Pictured above is Dennis Crate, Senior Area Vehicle Inspector, being presented with his Meritorious Service Scroll by Grant Lachmuth, District Manager, Transportation. Dennis was congratulated for his 36 years of dedicated service at a luncheon held with Okanagan-Shuswap District staff on September 12th. Dennis has currently moved on to retirement and we extend our heartfelt congratulations for an incredible career with the CVSE team and our thanks for all that you did to promote safety on our Provincial highways. Way to go Dennis!

Earl Lindsay

Recently Chris Peck and quite a few other ministry employees attended the long service awards where our Minister and the new Governor General handed out certificates and awards of pins for 25 years, watches for 35 years, and crystals for 40 years of service.

Earl Lindsay, Area Manager in Grand Forks, received his 35-year award at the Long Service Awards.

Jim Thrift

The Okanagan-Shuswap District recently presented Jim Thrift, Inspector, Portable Weigh Scale with his Meritorious Service Scroll at a staff meeting held on September 12th. Included in the picture is Grant Lachmuth, District Manager, Transportation, presenting Jim with his certificate to recognize him for more than 26 years of dedicated service. Jim was acknowledged by his colleagues and co-workers at an earlier retirement party held at the Royal York Golf Club in Armstrong. Jim is well-known for his professionalism and his sense of humour - a great combination!

Thanks for everything Jim!

Northern Region & Fort George Staff Photo

Submitted by Rick Blixrud

This photo was taken during Minister Falcon's Tour in Prince George on October 10, 2007. The group is some of the staff from the Northern Region and the Fort George District and was taken at the Prince George office.

Steve Husband

Steve Husband, District Technician, Okanagan Shuswap District and his winning team in the 2007 "Western Canadian Grand Masters Lacrosse Championships" (45-years plus) held on the July long weekend in Prince George. Steve is the one to the left of the goalie. Congratulations Steve!

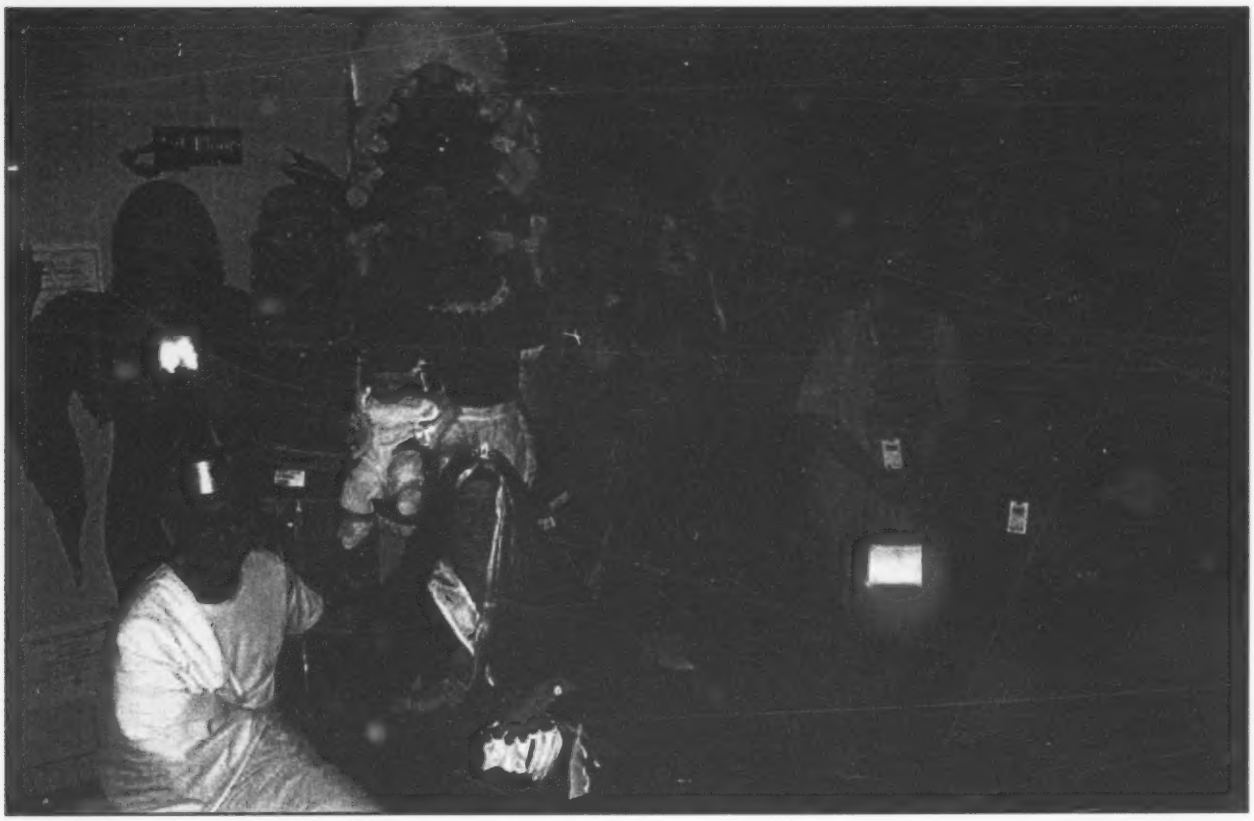
Pretty great for an old guy!

Skeena Flood

Hwy 16 East Boundary: "Going Green"

Old Remo: June 7, 2007

Esker Washout, 3 km West of Shames June 10, 2007



CVSE Halloween Celebration...*CVSE staff at HQ celebrate Halloween with style.*